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SEVENTH ANNUAL REPORT



DOCUMENTS SECTION.

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COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY

HUMAN RELATIONS COMMISSION

HARRISBURG

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Honorable William W. Scranton Governor of the Commonwealth of Pennsylvania

Honorable Members of the General Assembly Commonwealth of Pennsylvania

Sirs:

I have the honor to submit to you the Seventh Annual Report of the Pennsylvania Human Relations Commission.

This report covers the activities of the Commission from March 1, 1962 through December 31, 1962. It details the progress made during this period in eliminating problems of discrimination in employment, housing, public accommodations and higher education.

The report is issued in accordance with Section 7 of P.L. 744 of 1955, as amended by P.L. 47 of 1961.

Respectfully,

Harry Boyer Chairman



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Pennsylvania Human Relations Commission Highlights of Activity

This was a year* of solid accomplishment for the Pennsylvania Human Relations Commission.

Civil rights gains were recorded in equal opportunities in jobs, housing and equal service in places of public accommodation, and in the dynamic educational breakthrough in the underlying problem of prejudice among the school children.

In the area of fair employment practices, a public hearing involving a joint school system provided citizens with evidence of the nature of employment discrimination by a Pennsylvania school board.

In housing, the year 1962 saw three formal orders to builders and real estate brokers to sell homes to Negroes in new housing developments in suburban areas, the rental of apartments to Negroes in neighborhoods previously closed to them, and a step-up in efforts to change citizen attitudes concerning equal opportunity in housing.

Although discrimination in places of public accommodation has been officially outlawed in Pennsylvania since 1939, desegregation of many such establishments proceeded at a fast pace during 1962.

In higher education, the Commission continued the task of checking student application forms for unlawful questions and began processing the first complaints received under the provisions of the Fair Educational Opportunities Act.

In the struggle to eliminate prejudice from American life, the Commission is especially proud of its part in helping the Department of Public Instruction to develop and publish a trail-blazing curriculum guide on intergroup education in schools.

The Commission also is gratified by the progress evident already in its program to motivate minority group youngsters and adults to rise above frustration and despair and to take advantage of Pennsylvania's new opportunities for employment on merit.

The Commission's progress during the past year is detailed in the following pages of this report.

^{*}The Seventh Annual Report of the Pennsylvania Human Relations Commission covers the 10-month period from March 1, 1962 through December 31, 1962. Future reports will be issued on a calendar year basis.

Housing

All activities in the area of housing were designed to carry out the intent of the fair housing provisions of the Human Relations Act: to protect and foster the right of the individual to buy or rent housing for himself and his family, without discrimination because of race, color, religion, ancestry or national origin.

A summary of housing cases handled in 1962 is contained in the compliance section of this report. In the majority of the cases closed during the past year, the Commission was able to secure an adjustment of the situation by means of informal conference and persuasion. In three cases it was necessary to order public hearings and to issue formal orders to secure compliance with the law. These cases are outlined below:

- —A Negro couple who live in Philadelphia complained that they were discriminated against in their attempt to buy a home in a tract of new houses located in the northeast section of Philadelphia. Although a real estate company acted as sales agent for the homes, it was determined that responsibility for barring the couple because of their race rested with the builder. When the Commission was unable to secure compliance by means of conference and persuasion, it ordered a public hearing of the case. However, the builder waived the public hearing and the Commission issued an order which directed that a home in the development be sold to the Negro family.
- —Events followed a similar course in the case of a Negro woman who charged that she was refused the right to buy a house in another new development in northeast Philadelphia. A public hearing was waived by the builder and sales agent, and an order was issued requiring the sale of a house to the complainant.
- —The third case ordered for public hearing involved a new home in a development in a suburb near Philadelphia. Although the builder and sales agent waived a public hearing and the Commission issued an order requiring the sale of a house to the Negro complainants, the action did not accomplish its intended purpose. When the order went into effect there were no more homes for sale by the respondents—a situation which can be attributed to the fact that the law does not give the Commission injunctive powers to prevent the sale of a property to another party until the prior right of the complainant is established or rejected.

In other cases adjusted by means of conference and persuasion, the Commission secured for Negroes the opportunity:

- -To buy a new house in a suburban development
- -To secure a mortgage for a new home

- —To rent a new home in a suburban area
- —To rent apartments in buildings and neighborhoods previously restricted
- —To be shown homes and apartments in which they might be interested in buying or renting

Executive Order on Housing

Pennsylvania's Fair Housing Law received a boost in November when President John F. Kennedy issued an executive order outlawing discrimination in federally assisted housing. Although nearly all housing included in the executive order already is covered by the State Law, the issuance of the order informed members of the housing industry and other citizens that non-discrimination in housing also is the policy of the federal government.

The state and the Commission also took action during the past year to assist the housing industry in complying with the Fair Housing Law.

Governor's Housing Conference

In September former Governor David L. Lawrence convened a housing conference in Philadelphia which was attended by 200 homebuilders, real estate brokers, mortgagers, government officials concerned with housing, and leaders of civic organizations working to end discrimination in housing.

The Pennsylvania Equal Rights Council cooperated with the Governor's Office in planning the program for the housing Conference. Its chairman, Attorney Walter Gay, Jr., of Philadelphia, served as Chairman of the Conference Arrangements Committee.

Housing Industry Offered Assistance

In meetings with the executive officers of the associations representing state homebuilders and real estate brokers, and by other verbal and written means the Commission made its services available to help any one understand the law or to assist anyone who encountered a problem in working to comply with the law.

As a result of such offers, members of the staff met with the following industry groups:

- —In Philadelphia with the associations representing homebuilders and real estate brokers, and the developers of the Eastwick redevelopment project
 - —In Harrisburg with the homebuilders association
 - —In Wilkes-Barre with the real estate board
- —In Erie with representative homebuilders, real estate brokers, bankers, government housing agency officials and civic leaders

Officials of several local housing and redevelopment authorities also have consulted with Commission staff on problems involved in complying with the Pennsylvania Law.

To eliminate unlawful phrases from housing advertisements appearing in newspapers, and to establish as much uniformity in the area as possible, the Commission secured the assistance of the Pennsylvania Newspaper Publishers Association in distributing to daily and weekly newspapers throughout the state a listing of unlawful phrases in housing advertisements. Individual newspapers in all parts of the state have cooperated fully in helping to make such advertisements comply with the Fair Housing Law.

Education For Fair Housing

The Commission also carried on an extensive educational program to reduce the fears of white residents concerning the entry of Negroes into previously all-white neighborhoods.

One phase of this program was designed to cope with tension situations that may occur when a Negro family moves into a new neighborhood. Similar fears also may build up when a Negro looks at a house and it is rumored that he is going to move into the neighborhood.

To assist staff members in dealing with such problems a set of guidelines was developed for judging the seriousness of a tension situation. Staff members also were instructed in courses of action to follow in reducing tension, including cooperation with other human relations agencies, police authorities, other governmental officials and civic groups.

Another important part of the Commission's educational program in housing was cooperation with other agencies in the promotion of a discussion program in which interested white persons gain experience in answering some of the common objections to having Negro neighbors.

In addition to leading such discussions, staff members helped to train additional discussion leaders from civic organizations working to promote fair housing opportunities.

Speeches and other educational contacts of staff members are detailed elsewhere in this report.

During the year prints of three housing films: "All the Way Home," "Property Values and Race" and "In Search of Housing" were purchased for loan to concerned groups. Two filmstrips on housing also were secured for the same purpose.

One new pamphlet on housing was published and distributed during the year, entitled "Fairness in Housing." It is designed to help white persons gain a better understanding of the law. Quantities of a summary of the law, "Fair Housing Rights in Pennsylvania," also were distributed widely, along with copies of the law, regulations and posting notices.

The general public also received positive views on fair housing from a filmed television spot announcement that was telecast by many of the state's TV stations on time donated to public service.

Another activity of the housing division was to start a program of providing consumer information to potential minority group homeowners. The need for this program was shown in the widespread lack of knowledge about basic home buying facts. Although a portion of the entire population is baffled by the complexities of buying or building a home or securing a mortgage, this is especially true of Negroes, who until recently were barred almost completely from the new housing market.

Public Accommodations

It takes as little as a dime intended for a soft drink for a Negro to learn whether discrimination is being practiced by a place of public accommodation in Pennsylvania. Therefore it is not surprising that a wide variety of complaints were filed and adjusted during the past year in the area of public accommodations. A list of such establishments in which practices of racial discrimination were halted during the past year includes the following:

barber shops	motels	soda fountains
beauty parlors	resort lodges	swimming pools
dance halls	restaurants	taverns
hotels	skating rinks	trailer parks

In all cases except five in which investigation confirmed practices of racial discrimination, conference and persuasion proved sufficient to secure a change in the policy of the establishment. The Commission also verified in a majority of these cases that the complainant or other Negroes did receive satisfactory service at such places following the adjustment of the complaint.

Successfully adjusted cases also included that of a Puerto Rican boy who had been refused service in a barber shop.

Public Hearings Ordered in Five Cases

The substance of the five cases in which public hearings were ordered follows:

—A Negro resident of South-Central Pennsylvania complained that

he and three acquaintances were refused service in a tavern because of their race. After the proprietor voluntarily signed a statement agreeing to serve all patrons without discrimination, the complainant and two of his friends returned to the tavern and again were refused service. In each instance they were told that they had already had too much to drink. A Commission staff member, who also is a Negro, also was refused service by the tavern on the same basis. Following a public hearing, the Commission ordered the proprietor to serve the complainant and other Negroes, and to stop using the phrase "You have already had enough to drink" as a trick, device or excuse for refusal to sell alcoholic beverages to individuals because they are Negroes. As of the close of the report year, a court appeal of the order was pending.

- —Two other taverns also were given orders to serve Negroes without discrimination. In one of these two cases, the mayor of the city was ordered to stop advising, threatening or otherwise indicating to Negroes that their patronage at the tavern was unwelcome, objectionable or not acceptable because of their race.
- —A skating rink in Eastern Pennsylvania was ordered to admit Negroes without discrimination as a result of another public hearing held by the Commission. Six Negro young people had complained that they had been denied admission to the amusement place on certain nights of the week because of their race.
- —The Commission also ordered the proprietor of a motel in South-Central Pennsylvania to serve all patrons, including Negroes, without discrimination based on race, color, religion, ancestry or national origin. The case arose from the complaint of an out-of-state white couple who reported that they and a Negro couple traveling with them were refused accommodations at the motel because of the race of the Negro couple.

Education for Equal Service

The Commission also conducted an extensive educational program to make the provisions of the law known to minority group individuals and to proprietors of places of public accommodation.

For minority group individuals, this activity took the form of speeches to organizations and distribution of informative pamphlets.

Staff members of the Commission also made educational visits to places of public accommodation, giving priority to establishments located in neighborhoods where patronage by Negroes could be expected. Proprietors were furnished copies of the law, regulations and posting notice, and given an opportunity to ask questions about the operation of the law. Establishments were visited in a total of 17 cities and towns during the past year.

Higher Education

The current report period was highlighted by the docketing of the first complaints to be filed under the provisions of the Fair Educational Opportunities Act, the preparation and distribution of new regulations to effect the purposes of the FEO Act, and a continuation of the task of checking student application forms from educational institutions to insure the elimination of any illegal inquiries. Many institutions revised their forms to comply with the FEO Act immediately after it was adopted by the Legislature, and others did so when the Commission pointed out improper items on such forms.

The Commission also met with leaders of the Pennsylvania Association of Colleges and Universities on problems involved in administering the law, and provided other assistance directly to schools and colleges. Special instructions were prepared and distributed to guide colleges in their relationship with fraternities, sororities and other student organizations.

Problems involved in interpreting the provisions of the FEO Act on exemption of religious educational institutions is treated in the recommendations section of this report.

Employment

Responsibility for protecting individuals against discrimination in employment because of race, color, religion, ancestry, age (40 to 62) or national origin is the oldest of the Commission's four areas of jurisdiction.

The public hearing in the case of a Negro teacher gave citizens a real life documentary story of bias in action. The facts unfolded before more than 100 persons at the hearing showed that a school board in Western Pennsylvania had twice bypassed the well-qualified Negro applicant in favor of less-qualified white applicants. The Commission ruled that the board had discriminated against the complainant and ordered it to hire her for the next teaching vacancy and to pay her the sum of \$2,208.30 for loss of earnings suffered. An appeal from the order was pending in the courts as of the end of the report year.

As in other past years, however, most employment complaints were adjusted through informal conference and persuasion. One case dealing with race and another involving age are detailed here to illustrate such settlements.

Negro Pharmacist vs. Drug Store Company

A Negro trained as a pharmacist filed a complaint of racial discrimi-

nation against a large chain drug store company. Investigation verified the fact that the company had discriminated against this man by considering his application only for a position at a store patronized mostly by Negroes. During the time it required the Negro applicant to wait for a possible opening at this single store, the company hired a total of 10 white applicants for pharmacist positions in other stores in the chain. The case was adjusted on a voluntary basis when the drug store company offered the Negro applicant an immediate job as a pharmacist, without restricting him to a store serving Negroes.

Older Worker vs. Employment Agency

A man, age 49, charged in his complaint that an employment agency discriminated against him on account of his age. The Commission found that this charge was true. The case was closed when the agency: (1) agreed to refer the complainant for the next clerical position for which he was qualified, and (2) submitted a written statement of policy on compliance with the law. The Commission also ordered staff to make a special six-month review of the case, in addition to the regular annual review.

Job Motivation Projects

As in prior years, the Commission paid special attention to the problem of motivating minority group young people to prepare for jobs requiring special skills. The trend towards automation makes it more evident each year that the requirement of skill is likely to replace discrimination soon as the major barrier to employment for many minority group persons.

A project continued from the previous year was the training of school counselors from selected areas in special techniques for counseling non-white students. In a related activity, information about the Human Relations Act and job advice for non-white students was provided to all counselors in the state.

Staff members of the Commission also visited schools in a number of cities to discuss with principals and counselors the career choices, course selection and academic records of minority group youngsters.

Training Opportunities

To bring training opportunities to the attention of unemployed persons who may be in need of such help, the Commission regularly sends to minority group organizations a notification of new courses to be offered in local communities. These free training courses for the unemployed are sponsored under Section 2508.3 of the Pennsylvania School Code, the Federal Area Redevelopment Act and the Federal Manpower Development and Training Act. During the past year a total

of 271 such letters were sent to local organizations to help them keep their members informed about job training opportunities.

Apprenticeships

Because of the total absence of non-white persons in a great many of the apprenticeable trades in Pennsylvania, the Commission has continued efforts to create greater interest in apprenticeships among persons of minority groups and to find a means of bringing apprenticeship openings to the attention of potential applicants. Meetings were held during the year with members of civic groups concerned about the situation, and with representatives of the Pennsylvania Apprenticeship and Training Council.

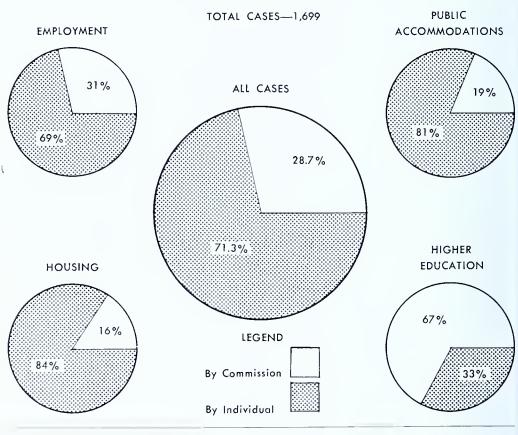
Employment Records

As a result of experience gained in investigating cases, the Commission changed its regulations last year to require employers to preserve certain employment records for a stated length of time. The time period originally specified in the new regulation was three years, but protests from employer associations and individual firms convinced the Commission that this requirement would prove unduly burdensome and costly. After consultation with the Chamber of Commerce and other employer associations, the regulation was revised to require employers to retain for 120 days records that apply to the application, hiring, promotion and dismissal of workers. In the case of an employer against whom a complaint has been filed, the new regulation requires the retention of all records applicable to the situation until the Commission has completed final action in the case.

Compliance

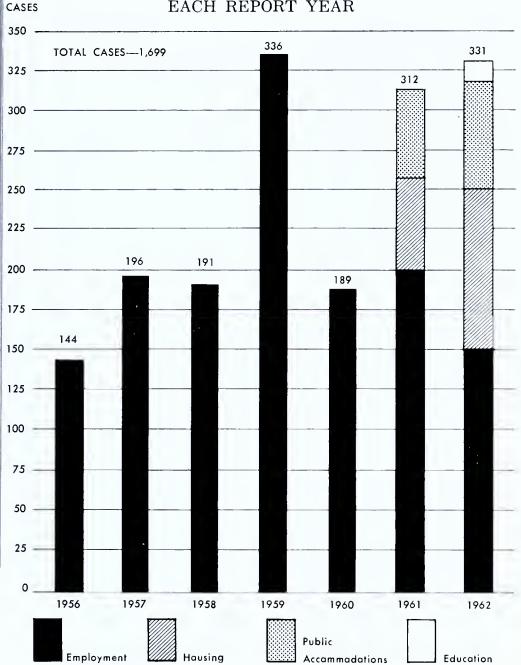
Evidence of some of the successful efforts of the compliance division is presented under the sections of this report headed Housing, Public Accommodations, Higher Education and Employment. What follows in this section is a detailed statistical account of the cases handled by the compliance division. Tables and graphs reflect such activity both for the current report year and on a cumulative basis.

FIGURE I: INITIATION OF COMPLAINTS (3-1-56 to 12-31-62)



	Current Report Year			Cumulative to 12-31-62		
Type of Case	Commis- sion	Indi- vidual	Total	Commission	Indi- vidual	Total
Employment	24	130	154	437	979	1,416
Housing	. 17	77	94	24	126	150
Public Accommodations Higher Education	s 18 2	62 1	80 3	$\frac{24}{2}$	106 1	130
Total	61	270	331	487	1,212	1,699

FIGURE II: NUMBER OF CASES RECEIVED EACH REPORT YEAR



This chart illustrates the number of cases received each Report Year (March to March) from 1956 through 1961. The Report Year in 1962 is from March through December, a 10-month period, to meet the Commission's wishes that subsequent Report Years will be from January through December. Fair practices were expanded to include housing, public accommodations and education in September 1961.

TABLE I
BASIS OF COMPLAINTS OF ALLEGED DISCRIMINATION

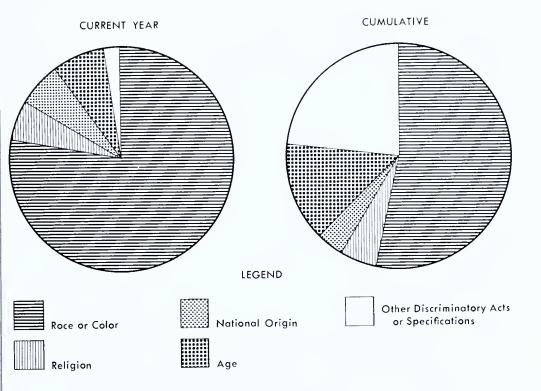
Present Report Year (3-1-62 to 12-31-62)

Basis	Employ- ment	Housing	Public Accommo- dations	Higher Education	Total
Race or Color	121	91	74	1	287
Religion	8	1	3	0	12
National Origin		2	2	1	14
Age	12		~		12
Acts or Specifications	3 4	_0	_1_	1	_6
Total	154	94	80	3	331

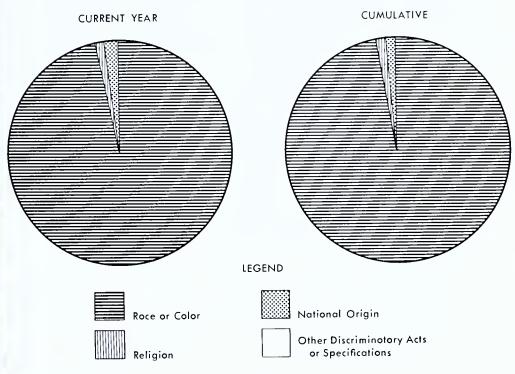
Cumulative (3-1-56 to 12-31-63)

Basis	Employ- ment	Housing	Public Accommo- dations	Higher Education	Total
Race or Color	769	146	123	1	1,039
Religion	. 70	2	4	0	76
National Origin	. 38	2	2	1	43
AgeOther Discriminatory	. 214	-	-	-	214
Acts or Specification	s <u>325</u>	_0	1	1	327
Total	1,416	150	130	3	1,699

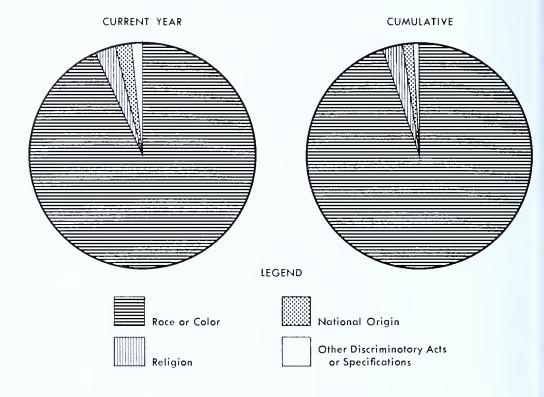
EMPLOYMENT CASES



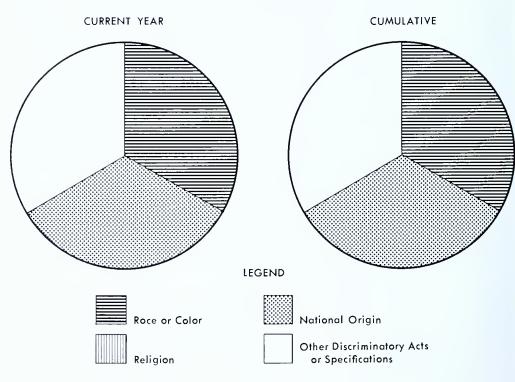
HOUSING CASES



PUBLIC ACCOMMODATION CASES



HIGHER EDUCATION CASES



ALL CASES

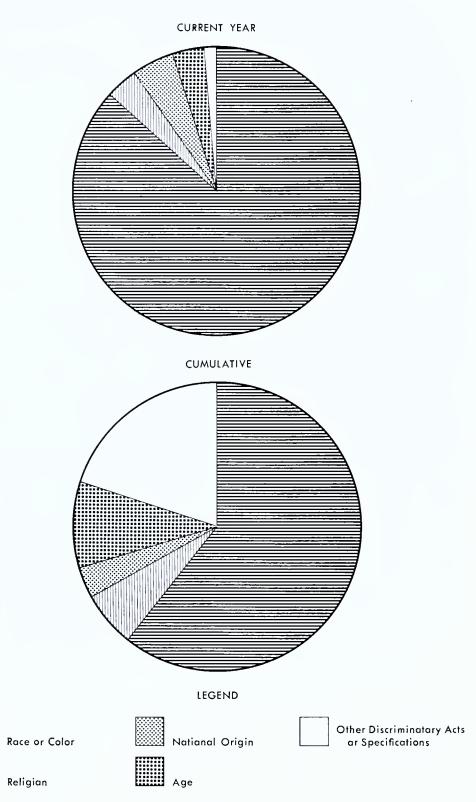


TABLE II TYPE OF RESPONDENT

Respondent	Current Year (3-1-62 to 12-31-62)	Cumulative (3-1-56 to 12-31-62)	Per Cent
EMPLOYMENT	. 154	1,416	100.0
Employer	. 134	1,137	80.3
Employment Agency		140	9.8
Union		44	3.3
Newspaper		89	6.2
Other	. 0	6	0.4
HOUSING	. 94	150	100.0
Owner	. 35	58	38.7
Real Estate Agent		60	40.0
Builder	. 14	20	13.3
Mortgagor	. 3	3	2.0
Abettor		5	3.3
Newspaper	. 1	3	2.0
Other	. 1	1	0.7
PUBLIC ACCOMMODATION .	. 80	130	100.0
Hotels and Motels	. 6	19	14.6
Eating and Drinking Places		54	41.5
Retail Stores	. 1	2	1.5
Recreation and Amusement Places Personal Services (barber, beauty, health,		35	26.9
etc.)	. 7	11	8.5
Resorts (hotels, lodges, etc.)		5	3.9
Abettor		0	0.0
Misc. (newspaper, periodical, other)		4	3.1
HIGHER EDUCATION	. 3	3	100.0
College and University, Private	. 0	0	0.0
College and University, Public		0	0.0
Vocational, Business		1	33.4
Vocational, Technical and Trade	. 1	1	33.3
Other	. 1	1	33.3

TABLE III-a. EMPLOYMENT TYPE OF ALLEGED DISCRIMINATORY ACT

	Current	
	Year	Cumulative
Type of Respondent	(3-1-62 to	$(3-1-56\ to$
Alleged Discriminatory Act	12-31-62)	12-31-62)
EMPLOYER	134	1,137
Refusal to Hire	59	437
Dismissal from Employment	38	230
Conditions of Employment	20	200
Refusal to Promote	4	8
Other Discrimination	13	262
UNION	6	44
Membership Withheld	2	6
Grievance	4	6
Other Discrimination	0	32
EMPLOYMENT AGENCY	14	140
Refusal to Serve	2	9
Refusal to Refer	11	97
Other Discrimination	1	34
NEWSPAPER: Illegal Ad.	0	89
OTHER	0	6
EMPLOYMENT TOTAL	154	1,416

TABLE III-b. HOUSING TYPE OF ALLEGED DISCRIMINATORY ACT

	Current	
	Year	Cumulative
Type of Respondent	(3-1-62 to	(3-1-56 to
Alleged Discriminatory Act	12-31-62)	12-31-62)
OWNER	35	58
Refusal to Accommodate	24	35
Refusal to Show	3	7
Conditions of Accommodation		2
Illegal Inquiry or Specification	6	14
REAL ESTATE AGENT	39	60
Refusal to Accommodate	27	44
Refusal to Show	5	7
Conditions of Accommodation	1	1
Illegal Inquiry or Specification	6	8
MORTGAGOR-LENDER	3	3
Refusal to Accommodate .	2	2
Conditions of Accommodation	1	1
Illegal Inquiry or Specification	0	0
BUILDER	14	20
Refusal to Accommodate	12	17
Refusal to Show	1	1
Conditions of Accommodation	1	2
Illegal Inquiry or Specification	0	0
NEWSPAPER (Advertisement)	1	3
ABETTOR (Aiding and Abetting)	1	5
OTHER	1	1
HOUSING TOTAL	94	150

Note—Of the total housing cases: 70 cases (47%) involved rental; 79 cases (53%) involved sale, and one (1) case involved both rental and sale.

TABLE III-c. PUBLIC ACCOMMODATIONS TYPE OF ALLEGED DISCRIMINATORY ACT

Type of Respondent Alleged Discriminatory Act	Current Year (3-1-62 to 12-31-62)	Cumulative (3-1-56 to 12-31-62)
HOTELS, MOTELS, etc.	6	19
Refusal to Accommodate	4	17
Conditions of Accommodation	1	1
Illegal Inquiry or Specification	1	1
EATING AND DRINKING PLACES	41	54
Refusal to Accommodate	33	45
Conditions of Accommodation	8	9
Illegal Inquiry or Specification	0	0
RETAIL STORES	1	2
Refusal to Accommodate	1	1
Conditions of Accommodation	0	1
Illegal Inquiry or Specification	0	0
RECREATION AND AMUSEMENT PLACES	18	35
Refusal to Accommodate	12	23
Conditions of Accommodation	4	10
Illegal Inquiry or Specification	2	2
PERSONAL SERVICES (beauty, barber, health, etc.)	7	11
Refusal to Accommodate	7	11
Conditions of Accommodation	0	0
Illegal Inquiry or Specification	0	0
RESORT HOTELS AND LODGES	4	5
Refusal to Accommodate	3	4
Conditions of Accommodation	0	0
Illegal Inquiry or Specification	1	1
OTHER (Newspaper, Cemetery, Abettor, etc.)	3	4
PUBLIC ACCOMMODATION TOTAL	80	130

TABLE III-d. HIGHER EDUCATION TYPE OF ALLEGED DISCRIMINATORY ACT

Type of Respondent Alleged Discriminatory Act	Current Year (3-1-62 to 12-31-62)	Cumulative (3-1-56 to 12-31-62)
COLLEGE AND UNIVERSITY, PRIVATE	0	0
Refusal to Admit	0	0
Conditions of Admission		0
Illegal Inquiry or Specification	0	0
COLLEGE AND UNIVERSITY, PUBLIC	0	0
Refusal to Admit	0	0
Conditions of Admission	0	0
Illegal Inquiry or Specification	0	0
VOCATIONAL, BUSINESS	1	1
Refusal to Admit	0	0
Conditions of Admission	0	0
Illegal Inquiry or Specification	1	1
VOCATIONAL, TECHNICAL AND TRADE	1	1
Refusal to Admit	0	0
Conditions of Admission	0	0
Illegal Inquiry or Specification	1	1
OTHER	1	1
Refusal to Admit	0	0
Conditions of Admission	. 1	1
Illegal Inquiry or Specification		0
HIGHER EDUCATION TOTAL	. 3	3

TABLE IV
DISPOSITION OF CASES CLOSED BY THE COMMISSION

Present Report Year (3-1-62 to 12-31-62)

Disposition	Employ- ment	Housing	Public Accommo- dations	Higher Educa- tion	Total
Unlawful Practice Found and Adjusted		37	55	0	. 124
Specific Charge Not Established		22	16	0	115
Lack of Jurisdiction Case Withdrawn or Complainant Failed to		6	1	U	12
Proceed	_12	_6	$\frac{2}{2}$	0	_20
Total	126	71	74	0	271

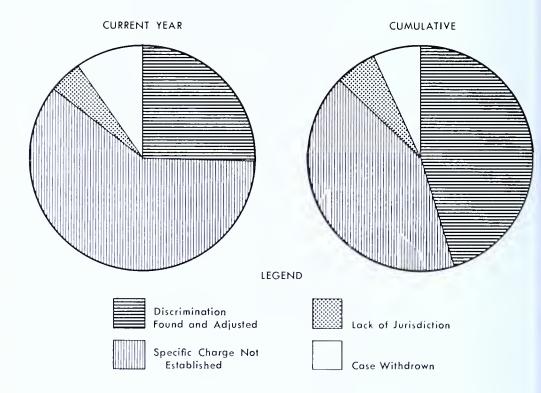
Cumulative (3-1-56 to 12-31-62)

	Employ-		$\begin{array}{c} Public \\ Accommo- \end{array}$	Higher Educa-	
Disposition	ment	Housing	dations	tion	<u>Total</u>
Unlawful Practice Foundand Adjusted		47	62	0	673
Specific Charge Not Established	580	29	23	0	632
Lack of Jurisdiction	77	7	1	0	85
Case Withdrawn or Complainant Failed to Proceed		_6	_2	0	94
Total	1,307	89	88	0	1,484

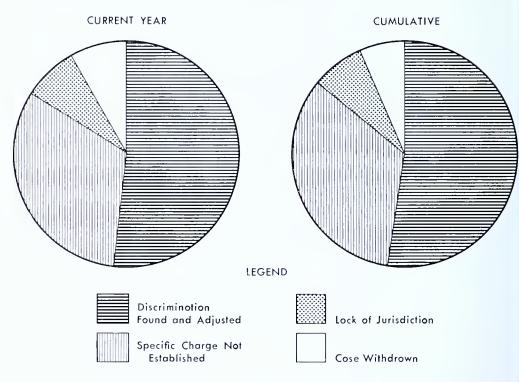
CASES PENDING OR UNDER INVESTIGATION AT CONCLUSION OF PRESENT REPORT YEAR

	Cases
EMPLOYMENT	109
HOUSING	. 61
PUBLIC ACCOMMODATIONS	. 42
HIGHER EDUCATION	. 3
TOTAL CASES PENDING 12-31-62	215

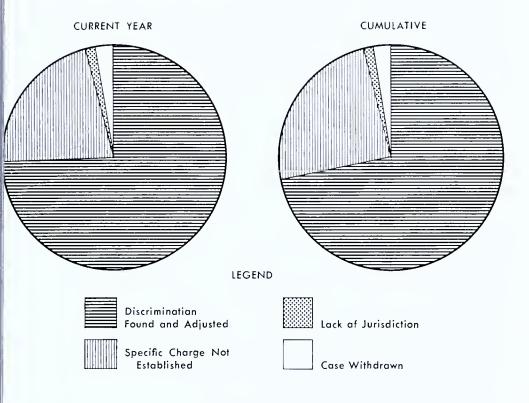
EMPLOYMENT CASES



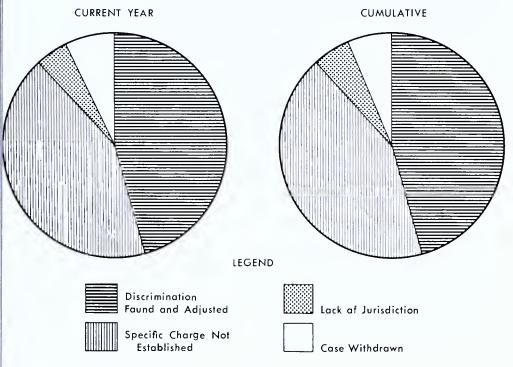
HOUSING CASES



PUBLIC ACCOMMODATION CASES



ALL CASES



Legal Activity

The Commission's General Counsel worked closely with the Director of Compliance in all phases of compliance activity. However, the amount of specific legal assistance required during the current report year surpassed all previous years. General Counsel prepared cases for a total of nine public hearings. Three of these were not waived by respondents prior to the scheduled date of the hearing, and required the summoning of witnesses and the making of other detailed arrangements to insure the proper conduct of the hearing. Orders were prepared at the direction of the Commission in each of the cases ordered for public hearing.

Two orders of the Commission were appealed by respondents to the Dauphin County Court of Common Pleas.

Oral arguments in the first of these cases were heard by the Court in October, 1962. Arguments in behalf of its order were presented by the Commission's General Counsel. As of the end of this report period, the Court had not handed down a decision in the case.

The second case appealed is awaiting court action on similar issues involved in the first case.

General Counsel also prepared the new regulations applying to the Fair Educational Opportunities Act, issued legal interpretations in consultation with the Attorney General's Office, advised the Commission on many issues and provided other legal assistance necessary in the operation of the Commission.

Educational Activity

Educational activities specifically related to the areas of employment, housing and public accommodations are detailed in those sections of this report.

Two other main programs of the Commission's educational division deal with community projects and cooperation with the Department of Public Instruction.

Community Education

Citizen advisory councils to the Commission functioned in Chester, Johnstown, McKeesport and York. The newest of these groups—the York Advisory Council—was established during the current report year.

Members of these councils assist the Commission in carrying out educational programs designed to broaden employment, housing, public accommodations and educational opportunities for all persons in the community, without regard to race, color, religion, ancestry or national origin. Activities of councils are governed by official bylaws approved by the Commission, and members serve without pay.

Highlights of the activity of each of these Advisory Councils follows:

CHESTER

An "Operation Opportunity Reunion" in November highlighted the year's program of the Chester Advisory Council. The dinner-dance was addressed by Andrew T. Hatcher, White House Associate Press Secretary, and included among its 285 guests Pennsylvania's Attorney General and Secretary of Property and Supplies.

The Council carried on an extensive program of counseling job seekers, providing pre-employment office experience, dispensing information on civil service opportunities and offering help in making arrangements for higher education. This activity resulted in many Negroes securing secretarial and other types of employment, often in positions never held before by a Negro. One large firm requested and was given help in arranging for the upgrading of a Negro to serve for the first time in a supervisory position, and in broadening its effort to recruit laboratory technicians. The local office of the Pennsylvania State Employment Service was assisted in placing the first Negro machinist in a job in a nearby city. The Council also helped to secure the hiring of the first Negro at a major garment plant in the Chester area.

In March, the first Pennsylvanian ever to win a national award at the annual Distributive Education National Leadership Conference was a Chester student, Miss Annie May Mayo, who had been encouraged by the Council to enter the distributive educational program at Chester High School. During the fall term of school, three Negro students were enrolled in the course.

Council members took part in a workshop on housing at one of their meetings, and were successful in efforts to reduce tension connected with a local housing incident.

Membership of the Chester Advisory Council follows:

Dr. Nathan V. Plafker, Chairman

Mrs. Gladys Austin, Secretary

Dr. Monroe C. Beardsley

Louis G. Brown

Philip E. Coleman

Kenneth Dale

Wayne Hamilton

Rev. F. Donald Jones

Rabbi Louis Kaplan

Professor Robert E. Keighton

Mrs. Herbert C. Lester

Jack Mullen

George Raymond

Rev. Robert F. Ryan

W. Norman Watts, Field Representative

NWOTSNHOL

Members of the Johnstown Advisory Council worked during the past year to establish stronger working relationships with school officials and with the local office of the Pennsylvania State Employment Service.

In addition to meeting with local PSES officials concerning the operations of that office, Council members met jointly with PSES and school officials to discuss the procedures being used to select applicants for the free training programs for unemployed persons.

The Council's strengthened working relationship with the PSES office was credited with helping to secure the referral and hiring of two Negroes as secretaries in private business firms in the city.

The Council also surveyed Negro members of the 1962 graduating class concerning their plans for future schooling and their employment experience.

Membership of the Johnstown Advisory Council follows:

Rev. Philip P. Saylor, Chairman Mrs. R. Brett Kranich, Secretary Edward B. Austin John M. R. Ayres, Esq. Harvey V. Bowers Charles E. Boyer W. Louis Coppersmith, Esq. Mrs. Catherine Devorick**

Rev. John D. Ellis, D.D.

Leonard Fischler
Saul Griffin
John D. Hesselbein
Dr. Burrell K. Johnson
Mrs. Walter Leidig
Rev. Harold L. Rowe**
Rabbi Leonard Winograd
Hon. David C. Wolfe*
Mrs. Ann Wright

Rev. James N. Zeigler**
Ishmael R. Johnson, Field Representative

McKEESPORT

Members of the McKeesport Advisory Council met with eight of the largest employers in the McKeesport area to discuss the requirements of the Human Relations Act and to offer any assistance that might be needed by any of the employers in making changes in their hiring practices. The Commission's director of education spoke at the meeting, stressing that hiring should be done on the basis of individual merit, not according to group bias.

The Council also met with officials of the local office of the Pennsylvania State Employment Service concerning placement of workers in local business firms.

Several projects were undertaken in relation to the local school system. A conference was held to discuss steps that might be taken

^{*}Deceased **Resigned

to effect teacher integration, and Council members asked the school to promote the teaching of intergroup education along the lines suggested in the Department of Public Instruction's new curriculum guide.

Long-range plans were made for career conferences and other motivational meetings with Negro students and their parents, and the Council's assistance was requested to look into an allegation of discrimination against Jewish students.

Council members were briefed at the December meeting on how to make educational visits to places of public accommodation in the community.

Membership of the McKeesport Advisory Council follows:

Joseph Odorcich, Chairman Mrs. Edith Scheiner, Secretary Robert Cox

J. Paul Farrell, Esq.

Mrs. Janey Garland Rev. J. Harold Hayes* Dr. A. R. Henderson

Rev. Stanley Idzik M. Peter Jackson

Mrs. Herbert J. Langhart

Rabbi Edmund Neiss Arthur R. Rack, Esq.

Rev. Bruce W. Thielemann Dale F. J. Walker, Field Representative

YORK

The York Advisory Council was established by the Commission at its meeting in March.

In addition to carrying out organization activities, the Council engaged in several educational projects. One of these projects was designed to help reduce tension in an area of the city into which a Negro was attempting to buy a home for the first time. Another was devoted to sponsoring local displays of the Commission's motivational exhibit entitled "Jobs on Ability."

The membership of the York Advisory Council follows:

John Zimmerman, Chairman

Mrs. Henry B. Leader, Secretary

Dr. John C. Albohm William D. Barber

Rev. John A. Blackwell

Emanuel A. Cassimatis, Esq.

Rabbi Eli Cooper

Mrs. Hans Friedenfeld

Mrs. John Herr

Albert Hydeman

Calvin Kirkland

Hon. Richard Kohler Horace Ports, Esq.

Elliott Miller

Clair Tozer

Mrs. Marjorie H. Dean, Field Representative

^{*}Deceased

Services in Other Communities

Consultative service was provided in a number of other communities during the past year. In the southeastern part of the state this activity was coordinated by the Human Relations Inter-County Committee of Bucks, Chester, Delaware, Montgomery and Philadelphia Counties. The Committee sponsored demonstrations of the Commission's housing discussion program for white residents in each of the five counties, and promoted the use of the new State curriculum guide on intergroup education in the schools of the area.

The other communities in which the Commission rendered specific assistance included these:

- —Allentown (helping an employer interpret his personnel needs to the community)
- —Carlisle (sponsoring youth employment workshops and arranging adult guidance for Negro students in need of example and encouragement)
- —Chambersburg (consultation with authorities and citizens on problems connected with urban renewal)
- —Harrisburg (providing assistance to a local human relations council studying employment and housing conditions)
- —Lancaster (convening of agencies whose services were needed to remedy a serious dropout and job placement problem among Negro youth)
- —Reading (helping the sponsor of a series of meetings involving out-of-school Negro youth, school representatives and local officials of the Pennsylvania State Employment Service)
 - —Scranton (providing assistance in urban renewal problems)
- —Shippensburg (helping a new human relations committee to study local civil rights problems)
- —Wilkes-Barre (helping a Negro professional man to secure the housing of his choice)

Speaking Engagements, Film Showings, Displays

Commission representatives provided program assistance during the current report period for 229 organization meetings at which a total of 18,769 persons were in attendance. Speakers were provided for 201 of these meetings, totaling 16,913 persons. Type of audience and number of speeches in each category is shown in the following table:

	Number of Meetings			
Type of Organization	Current Report Year	Total for Seven Years		
Employer group	7	66		
Employment agency group	0	34		
Labor organization	2	36		
Housing industry group	8	15		
Governmental agency	8	89		
Press, radio, television	3	27		
Church group	42	164		
School and college group	27	178		
Service club, fraternal and civic group	32	129		
Community organization	15	310		
Intergroup relations agencies	57	110		
Total	201	1,158		

Films and filmstrips were loaned for 28 meetings and were viewed by a total of 1,856 persons.

Displays were set up in schools, libraries and office windows, and at meetings and conferences on 35 occasions, during the past year. Two units of the photographic exhibit entitled "Jobs on Ability" were placed in schools, while a large 12-foot exhibit was used for gatherings such as the Pennsylvania AFL-CIO Convention in 1962 in the Civic Arena in Pittsburgh.

Cooperation with the Department of Public Instruction

The Commission contributed large-scale assistance again last year to the Human Relations Committee of the Department of Public Instruction. The Commission's Director of Education served as coordinating secretary to the Committee in the development and publication of the new curriculum guide on intergroup education, and helped in efforts to promote acceptance of the guide by Pennsylvania educators. The Commission cooperated with the Department in the initial distribution of the guide, whose first printing of 50,000 copies was oversubscribed within two months, and helped in the task of mailing quantities of the guide requested by school officials throughout the state. Commission assistance also was given in connection with training programs on minority group guidance for 150 industrial education coordinators, directors and teachers, summer workshops on intergroup education, the annual Education Congress in October and the framing of questions on intergroup education to be used in the evaluation of teacher-training institutions in Pennsylvania.

Research

The Commission's new research division performed yeoman service in its first year of duty.

Survey of Non-White Employes

A major assignment given the research division was the making of a survey of non-white employes of State government. This survey the first ever made in Pennsylvania—provided a milestone from which to gauge progress in equal job opportunity in the future.

The survey covered all departments in the executive branch of State government, including boards, commissions and authorities.

The number of non-whites employed by the State as of September 15, 1962 was found to be 6,224, among a total of 82,308 State employes. In checking the job classification of persons covered by the survey the Commission found that a total of 160 non-white employes earned salaries of \$7,000 or higher as supervisors, technical and professional workers.

Following the initial release of information on survey highlights, the research division began the preparation of detailed statistical tables covering all aspects of the study.

Program Assistance

Increasingly, the Commission has called upon the research division for preparation of population, economic and housing statistics for use in developing programs at the statewide level and on a community basis. Examples of this type of service were the preparation into report form of the data collected in a survey of non-white students in the Lancaster School System, and of housing statistics for the Harrisburg-Steelton area.

The research division also provided material and statistical reports requested by other governmental agencies and private organizations. Included were such items as a special report for the Secretary of Labor and Industry on the Commission's activities during the period 1956-1962, a statistical report on discrimination for use by the Attorney General, statistics on older worker discrimination for a study being made at Pennsylvania State University, an analysis of ethnic population characteristics of the Connellsville area for a daily newspaper, a statistical report on the non-white population of state cities and towns for the Pennsylvania Council of Churches, and an analysis of specific compliance activities for a graduate study project at the University of Pennsylvania.

To meet internal needs, the research division developed new forms for keeping statistics on the Commission's compliance activity, and rendered extensive assistance to the Executive Director in budget and personnel matters. This latter activity included preparation of detailed figures for budget use, compilation of material required for the process of interviewing and selecting new personnel, and the drafting of new job specifications for a proposed reclassification of the Commission's entire professional staff.

Publicity and Information

The Commission supplied newspapers, television and radio stations with 46 news releases concerning Commission activities during the current report period.

Additional promotion was given to the use of the five one-minute filmed spot announcements distributed to all television stations late in the previous report period. Response to this action was good, with a number of stations informing the Commission that concentrated use of the spot announcements had been scheduled, especially during the summer months.

In November, the Commission distributed to all of the state's television stations a set of four musical cartoon spot announcements on human relations. These also have been presented by the stations on public service time.

Distribution of a new quarterly newsletter was started by the Commission in September, and the second issue was sent to organizations and individuals on the Commission's mailing list in December.

Cooperation with City Commissions

The Commission during the past year continued to work in close relationship with the public intergroup relations agencies operated by the state's three largest cities: the Philadelphia Commission on Human Relations, the Pittsburgh Commission on Human Relations and the Erie Community Relations Commission.

Dramatic evidence of this cooperation was offered in October when the Cities of Philadelphia and Pittsburgh each sent an attorney to Harrisburg to offer testimony in support of the Pennsylvania Commission in the first employment case appealed to the courts from an order of the Commission.

In Erie, it was the Community Relations Commission that arranged for the Commission to meet with home builders, real estate brokers, bankers and civic leaders in the first such housing conference ever held in that city. In addition, several complaints referred to the Commission by the Erie Commission during the past year have resulted in significant gains in housing and in the equal use of places of public accommodation in northwestern Pennsylvania.

Recommendations

The Commission recommends legislative action to clarify provisions of the Fair Educational Opportunities Act, and to extend coverage and clarify provisions of the Human Relations Act.

To remedy what appears to be an inconsistency among Sections 2(c), 3(l), 4(c) and 6 of the Fair Educational Opportunities Act, the Commission suggests amendment of the Act to provide that religious educational institutions should be exempt from the provisions of the Act only to enable them to select their students exclusively or primarily from members of such religion or denomination, and to give preference in such selection to such members, but that in such institutions, students otherwise qualified should have equal opportunity to attend therein without discrimination because of race, color, ancestry or national origin.

The Commission recommends the following amendments which apply to the fair employment practice provisions of the Human Relations Act:

- (a) Re-define "employer" to include any person employing *one* or more persons and any religious, fraternal, charitable or sectarian organization which is supported, in whole or in part, by governmental appropriations *or funds*;
- (b) Re-define "employe" to include agricultural workers;
- (c) Re-define "age" to make it clear that the word "person" in the definition refers only to *individuals*;
- (d) Show that bona fide retirement, pension and group insurance plans are exempted only from the age provisions of the Act; and
- (e) Permit an individual seeking employment to state his age.

Restaurants, eating of cream parlors are cream parlors are cream parlors.

Bears, taverns, Hotels, most Hospitals.

Kinde

Commonwealth of Pennsylvania William W. Scranton, Governor

Department of Labor and Industry William P. Young, Secretary

Pennsylvania Human Relations Commission Harry Boyer, Chairman

P38.19 15.1 1963

EIGHTH ANNUAL REPORT 1963

PENNSYLVANIA HUMAN RELATIONS COMMISSION

COMMONWEALTH OF PENNSYLVANIA WILLIAM W. SCRANTON, Governor

DEPARTMENT OF LABOR AND INDUSTRY
WILLIAM P. YOUNG, Secretary

PENNSYLVANIA HUMAN RELATIONS COMMISSION
HARRY BOYER, Chairman

Pennsylvania Human Relations Commission

CHAIRMAN

Harry Boyer, Reading

SECRETARY

*Dr. Jesse D. Reber, Harrisburg

MEMBERS

Rev. James B. Cayce, Pittsburgh
Samuel H. Daroff, Philadelphia
Edward M. Green, Harrisburg

Hon. A. Leon Higginbotham, Jr., Philadelphia
Matthew H. McCloskey, III, Bryn Mawr
Rev. Arnold D. Nearn, Philadelphia
Edward G. Petrillo, Esq., Erie
Mrs. Florence S. Reizenstein, Pittsburgh
Paul A, Simmons, Esq., Monongahela

EXECUTIVE DIRECTOR

Joseph X. Yaffe, Esq., Wyncote

Elliott M. Shirk

[•] Term expired.

^{••} Resigned, presently Judge, United States District Court, Eastern District of Pennsylvania.

Dear Friend:

However, please note that the statistics on cases and other aspects We regret that printing delays have resulted in the extremely late release and distribution of the Commission's Eighth Annual Report, of our program which are included in this report have not been publicized earlier and are therefore new to the public.

Elliott M, Shirk Executive Director PENNSYLVANIA HUMAM RELATIONS COMMISSION



CHAIRMAN HARRY BOYER

EXECUTIVE DIRECTOR



COMMONWEALTH OF PENNSYLVANIA

DEPARTMENT OF LABOR AND INDUSTRY
HUMAN RELATIONS COMMISSION
HARRISBURG 17120

COMMISSIONERS

REV. JAMES B. CAYGE SAMUEL H. DAROFF EDWARD M. BREEN MATTHEW H. MCCLOSKEY, III REV. ARNOLD G. NEARN EDWARD G. PETRILLO, ESO. MRS. FLORENCE S. REIZENSTEIN PAUL A. SIMMONS, ESO. JOSEPH X. YAFFE, ESO.

Honorable William W. Scranton Governor of the Commonwealth of Pennsylvania

Honorable Members of the General Assembly Commonwealth of Pennsylvania

Sirs:

We have the honor to submit to you the Eighth Annual Report of the Pennsylvania Human Relations Commission.

This report covers the activities of the Commission from January 1, 1963 through December 31, 1963. It details the progress made during the year in eliminating problems of discrimination in employment, housing, public accommodations, education and related fields.

Our report is issued pursuant to the Act of 1955, P.L. 744, Section 7, as amended by the Act of 1961, P.L. 47.

Respectfully,

Harry Boyer Chairman



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Pennsylvania Human Relations Commission Major Developments

1963 will be remembered as the most significant year involving race relations in America since 1863.

This was particularly true in Pennsylvania.

While a wave of Negro unrest and clamor for freedom swept the nation, the Pennsylvania Human Relations Commission was paving new pathways to equal opportunity for all citizens, and linking policies of non-discrimination to practices that guarantee jobs, education, homes and equal treatment to the Commonwealth's minority group citizens.

Negro citizens, in particular, increased their use of the facilities of the Commission, and by the end of 1963 the Commission had docketed a record number of 506 complaints in a single 12-month period.

As the Commission moved to keep pace with increased demands for its services, it took unprecedented action in a number of areas, including the following:

-Conducted a public hearing and issued consent orders relative to alleged discrimination in membership and apprentice training practices by craft trade unions

-Adopted a policy requiring employers to take "affirmative action"

to expand job opportunities for Negroes

 Investigated and adjusted a complaint which alleged discrimination in teacher assignment and promotion in a large public school system

- -Conducted educational visits to more than 1.500 resorts, hotels, motels, taverns, restaurants and recreational facilities, to prevent discrimination
- -Instituted court action enforcing a Commission order issued in a housing case
- -Cooperated and assisted in workshops and institutes in which teachers and school officials studied advanced techniques in human relations
- -Convened a meeting of all police training agencies in Pennsylvania to discuss increased police-community relations training

Other major accomplishments of the Commission during 1963 included the following:

- Ordered 8 public hearings to secure the elimination of discriminatory practices in housing and public accommodation cases
- -Assigned staff members to assure adequate protection and to reduce tension in communities into which Negroes were moving for the first time
- Revised Commission Regulations to strengthen compliance procedures
- -Served as host to the anti-discrimination agencies of 26 states, cities and Canada at the 15th Annual Conference of Commissions for Human Rights

 Conducted a survey of construction contracts awarded by state agencies to determine whether equal employment opportunities were afforded to non-white workers

-Began a formal program of intergroup relations assistance to

churches and church-sponsored organizations

—Provided 191 notices of free training opportunities to local civic groups as part of the emphasis on the need for Negroes to secure more education and training to help in overcoming employment discrimination and unemployment related to automation

These accomplishments are detailed in the body of this report.

The Commission's progress in 1963 was accompanied by a commitment by all segments of State government to work toward the rapid and complete elimination of discrimination in Pennsylvania.

A Code of Fair Practices was promulgated by Governor William W. Scranton on June 6, 1963, to insure the elimination of discrimination in all operations of State government, and the cooperation of departments and other agencies of the Commonwealth of Pennsylvania was an essential factor in the success of many Commission projects.

Program Activity

The following section of this report is devoted to a summary of the program activity during 1963 in each of the four major areas of Commission jurisdiction: employment, housing, public accommodations and schools.

These resumes will be followed by a detailed analysis of the work of the various divisions of the Commission: Compliance, Legal, Education, Research and Publicity and Information. The work of the Housing Division is reported as part of the resume of program activity in housing.

The final sections of this report are devoted to a brief summary of human relations activity on a state-wide basis, including new developments at the local level, and a list of recommendations by the Commission to strengthen the protection of civil rights in the Commonwealth of Pennsylvania.

Employment

A paradoxical situation faced the Commission in 1963. Even as the vast majority of employers acted voluntarily to comply with the fair employment practice provisions of the Human Relations Act, or were brought into compliance by action of the Commission, the plight of the Negro worker worsened.

Increased automation and mechanization of industry resulted in a decrease in the demand for semi-skilled and unskilled workers, a trend

which adversely affected the Negro far out of proportion to his number in the general population. The legacy of a century of racial segregation and discrimination in America had produced large numbers of Negroes too deficient in education and specialized skills to compete successfully for jobs, even as more and more employment doors were opened without discrimination to qualified workers.

In Pennsylvania, as in the nation, the unemployment rate for Negroes climbed from double that of white workers to three times as high in many places. And without gainful employment, a Negro is in a poor position to claim any of the other privileges of residence in Pennsylvania: decent housing in the neighborhood of his choice, equal service in all business places open to the public, and the kind of an education for his children that will prepare them for employment at their highest skills.

As government officials, businessmen, labor leaders and educators wrestled with the overall problem of increasing the number of job openings in the face of automation and other basic changes in our economy, the Commission took a hard look at the situation in Pennsylvania.

What the Commission saw and realized was that mere compliance with the letter of the law by an employer was not an adequate remedy to the serious problem facing Negro workers. The absence of discriminatory job orders, unlawful questions on application forms and arbitrary actions to bar Negroes from employment did not assure that Negroes would be employed.

The Commission became convinced that a new approach must be adopted to induce widespread changes in employment patterns, and to open new and equal opportunities for a much larger number of qualified minority group workers.

As a result, the Commission acted to supplement the individual complaint approach to the problem with a new industry-wide approach in which the Commission will look carefully into the pattern of employment by firms which have never hired minority group workers, or which limit the employment of minority group workers to custodial or other more menial jobs.

The keystone of the new program is action by the Commission to persuade employers to take deliberate steps to hire qualified workers of a particular race, religion or national origin, where such persons have never been employed, or where there has been only token employment of such workers. Such affirmative action, as this is termed, is to apply to initial hiring and to conditions of employment, including promotion and upgrading.

To implement this affirmative action program, the Commission announced that it would pursue the following specific program and action:

1. That where an employer, group of employers or labor organizations have failed to employ or enroll qualified members of a racial, religious or nationality group over a long period of years and efforts of the Commission to induce them to integrate by affirmative action have failed, the Commission will hold investigatory public hearings to determine the facts and to disclose such conditions.

2. That a series of Commission-instituted investigations may be conducted on a local, regional or state-wide basis to determine patterns

of discrimination in employment.

3. That where an investigation discloses the failure to employ or promote, or only token employment of, a given minority group over a long period of years, the Commission shall take appropriate steps to effect an integrated work force.

The specific activities to be engaged in by Commission staff members in carrying out the affirmative action program will be tailored to fit the circumstances of the individual situation. However, they will contain elements of the program used by the Commission for many years in securing changes in the practices of employers against whom complaints have been filed.

Closely allied to this new program for employers was the Commission's approach in 1963 to a number of craft trade unions which had been charged with racial discrimination in refusing to admit Negroes to membership.

Seven locals of such unions in the Pittsburgh area were ordered by the Commission to begin admitting Negroes to membership and to apprentice training programs, and, following this action in July, the Commission began negotiations with officers of such unions in Southeastern Pennsylvania in a move to secure voluntary acceptance of a similar plan. These negotiations still were under way at the close of the current report year.

A third area of employment which was of major concern during 1963 involved construction projects under state contract. To help implement the Governor's Code of Fair Practices in this respect, and to secure facts on which to base a program of action, the Commission conducted a survey of employment practices by contractors awarded state construction contracts during the months of June, July, and August 1963. Because of difficulties in securing the required information from a few contractors, the report was not complete as of the year's end.

In addition to the public hearing in the case of the seven craft trade unions, the Commission held another public hearing in the field of employment. The case involved a Negro school teacher in Eastern Pennsylvania who charged that a school board had refused to hire her because of her color. Following the hearing, the Commission ruled that the evidence produced by the parties to the complaint did not sustain the charge of racial discrimination and dismissed the case.

Among the cases adjusted by the Commission in 1963 by means of conference and persuasion were those in which Negrocs secured jobs in such places as manufacturing plants, variety stores, hospitals, garment plants, offices, door-to-door sales firms and electronic companies. The types of jobs in which Negroes were placed as a result of Commission action included sales clerk, typist, garment presser, power sewing machine operator, keypunch operator, salesman and production worker.

A number of Negroes withdrew complaints when they were hired for the job they had been seeking during the period in which their complaint was being investigated. These included jobs in steel plants and retail food stores.

In the area of complaints because of discrimination based on age, a 60-year-old foreman in a steel plant was recalled to his job after a layoff as a direct result of Commission action. Another age complaint resulted in opening an employment opportunity for a 46-year-old office worker in an insurance company.

Among other employment complaints handled by the Commission was one in which a hospital had been marking application forms of persons it believed to be Jewish. Although the Commission's investigation did not disclose any discrimination against the complainant in the particular situation, the case did result in the elimination of the unlawful practice of marking such records.

Employment agencies were charged with unlawful racial discriminatory practices in a number of cases which resulted in agreements to refer qualified Negroes to various types of jobs. These cases involved job orders for clerks, keypunch operators and electronics workers.

The elimination of segregated locker rooms in a steel plant resulted from action taken by the Commission.

During 1963, the Commission continued efforts to motivate minority group residents to prepare for jobs requiring various skills. A number of such projects are described in this report's section on the Commission's education program. The Commission mailed 191 letters to local organizations informing minority group persons about opportunities to secure free training under programs sponsored by the federal and state governments.

Housing

Progress and constructive results are sometimes overshadowed by events of controversy and violence. This occurred in the area of fair housing practices, and 1963 may be remembered as the year in which the rioting occurred in Folcroft.

Folcroft is a small community in Delaware County where three days of disorder occurred in August 1963. An unruly mob of white people attempted to prevent Mr. and Mrs. Horace Baker, a Negro couple, from becoming the first Negro occupants of their home in the Delmar Village Development.

The \$11,200 row house purchased by the Bakers was seriously damaged both prior to their move-in and during the ugly rock-throwing demonstrations that continued after they occupied the house.

State Police halted the rioting at the end of the third day, but tension continued for a long time and State Police protection of the Baker home was required for several months.

Following the restoration of order in Folcroft, the Commission cooperated with State Police, the Justice Department, borough officials and civic leaders to assure adequate protection for the Baker family, and to devise means for reducing tension in Folcroft. These efforts continued through the end of 1963.

To prevent any further harassment of the Baker Family, an equity action seeking an injunction against 15 individuals in Folcroft was instituted by the Commonwealth in the Common Pleas Court of Delaware County.

Commission procedures for tension control were revised and tightened as a result of Folcroft. The Commission, other governmental agencies and civic groups moved to prevent reoccurrences of the Folcroft incident. The Commission and the State Police as a routine procedure now exchange information on any incident which could lead to intergroup conflict. Such information had been exchanged previously, but not on a regular standardized basis and only in serious incidents.

The Commission's tension control procedures were shared with interested community organizations and efforts were made to strengthen lines of cooperation between governmental agencies and private groups.

In December, the Commission convened a meeting of representatives of all organizations in Pennsylvania which help train police. Resources for providing training in intergroup relations were discussed and plans were made for workshops for police in the field of community relations.

During 1963, the Commission ordered public hearings in two housing complaint cases.

In one, a Negro physician had charged that he was refused the rental of a house because of his race. Testimony in the public hearing was halted when the respondents agreed to allow the Commission to enter an order against them. The owner of the property was required to offer to rent a house to the Negro physician as soon as either of two houses he owned became available, and to include in the agreement for the sale of either

property a provision that the buyer would be bound by the terms of the order, unless he made the property his personal residence.

In the other case, a Negro minister charged that a builder refused to complete a house for his family according to the terms of the sales agreement, because of their race. The hearing was postponed and later cancelled when the builder hurriedly completed and delivered the house.

In another similar case, the Commission had to take unprecedented action to secure completion of a house for a Negro family, whose purchase of the property resulted from a Commission order in September 1962. Construction of the house had been started, but progress was so slow that in July 1963 the Commission sought court enforcement of the order. When the court gave the builder 10 days in which to answer, the builder completed the house.

In a large number of cases, however, the sale or rental of homes and apartments to Negroes was secured by the Commission through conference and persuasion on a confidential basis.

The type of unlawful discriminatory practice in these cases assumed many forms.

One builder of a large development attempted to segregate Negroes within the project. Another builder refused to sell a lot to a Negro, saying that his minister and his neighbors opposed the idea. The builder of an expensive house in a suburb of Philadelphia first removed the house from the market in an unsuccessful attempt to prevent its sale to a Negro family, but finally made the sale to the family, which moved in without further incident.

Vacant land for housing was obtained by a Negro professional man through Commission action and in another case, a Negro serviceman was accorded the same opportunity.

In two cases, white property owners charged real estate firms with refusal to sell their homes to Negroes, or to offer their homes on the open market.

In the case of rental property, the unlawful discriminatory practices usually took the form of statements designed to convince the Negro applicant that the apartment "was rented just a few minutes ago," "isn't available in the size you want," "is \$90 a month" (rather than \$60 as advertised) or "can't be rented unless the owner approves and he's on vacation in Florida."

When investigations proved these excuses false, the more determined law-breakers switched to a second line of evasion in which they made such allegations as "I've had bad recommendations from his previous landlord" (untrue) "they have children and I can't accept tenants with children" (other tenants did have children), "my white tenants say they

Several housing complaints involved persons from India. In one case, a Negro who was refused an apartment pointed out that some of the present tenants were non-whites; he was told that "they were able to prove that they were Indians." In another case, however, an Indian who is a professional man was denied the rental of an apartment by an owner who claimed that "he looked like a gypsy and I don't want to rent to gypsies."

However, in contrast to the foregoing individual acts of discrimination which had to be adjusted, is the increasingly good relationship which has been created between the Commission and many units of the organized real estate industry.

The Commission's Director of Housing and other staff members have appeared as speakers for meetings of various real estate associations, the Commission assisted in the preparation of a published article in The Pittsburgh Realtor Magazine, and the Bucks County Board of Realtors adopted a resolution in support of the Fair Housing Law.

In July, several members of the Commission met with members of the State Real Estate Commission looking toward reciprocal cooperative assistance. The Commission also provided consultative help to local housing authorities and local redevelopment authorities in communities throughout the state, including the preparation of material to be used by such agencies in handling intergroup relations problems encountered in specific projects.

Except for Folcroft, the move-in of Negro families was accomplished without incident in scores of communities, often without the necessity of docketing complaints. This is attributable to the extensive tension control work by staff members. In September, for example, a total of 48 contacts were made in 5 communities to help ease tensions associated with pending move-ins of Negroes.

As part of the Commission's in-service staff training program, Richard K. Taylor, Executive Director of the Fair Housing Council of Delaware Valley, analyzed his experiences in helping to promote a friendly reception for Negro families who have moved into previously all-white neighborhoods in the Philadelphia suburban area. He indicated that disorders such as occurred in Folcroft and Levittown were the exception rather than the general rule of peaceful move-ins by Negro families.

To promote better understanding and acceptance of the fair housing provisions of the law among Pennsylvania citizens, the Commission arranged an exhibit on housing and produced new material for television and radio, for use in this educational program. The spot announcements, including several on housing, were distributed prior to the close of the current report year and were immediately used by many radio stations.

The Commission also added the film "All the Way Home" to its library of housing films available for use in meetings or for loan to organizations, and accelerated promotion of the discussion program entitled "What Will You Say About Having Negro Neighbors?"

Public Accommodations

The Commission conducted a public hearing in a single public accommodations case during 1963, involving a barber shop. However, unlawful discriminatory practices in dozens of other establishments, including barber shops, were eliminated by conference and persuasion.

The public hearing resulted in a Commission order directing the proprietor of the barber shop to cut the hair of all patrons, including Negrocs.

Testimony in the case disclosed that the complainant had received haircuts in the barber shop at the regular price of \$1.75 on two occasions when the barbers were unaware that he was a Negro. After it was learned that he was a Negro, he was refused service in the barber shop on four occasions: once by being permitted to sit without attention while at least two barbers in the shop were idle, once by being shown a sign that read "Special, \$7.50" and being told that he must pay such an excessive amount for a haircut, and twice by being told that the shop's barbers were not trained to cut the hair of Negroes.

An appeal to the Court from the Commission's order in this case was pending at the close of the year.

Among the types of business establishments in which Negroes secured equal service as a result of confidential Commission action were the following:

barber shops	motels	summer camps
beauty shops	nightclubs	swimming pools
cemeteries	public dances	taverns
cocktail lounges	restaurants	trailer parks
hotels	skating rinks	travel agencies

In addition to the contacts made with these establishments in the course of complaint investigations, the Commission conducted a major educational program involving places of public accommodation.

Staff members of the Commission visited more than 1,500 business places in selected areas during a program of preventative action.

Approximately 250 restaurants, taverns, hotels and motels were visited

in the city of Gettysburg and along the main highways leading to the historic shrine, in preparation for the influx of visitors for the Civil War Centennial observance.

Commission representatives visited more than 400 resorts and other tourist accommodations in the Pocono Mountain area—the popular resort area to which thousands of out-of-state tourists and Pennsylvanians travel each year.

Commission representatives during such visits spoke with the proprietor of each of these establishments, explained the provisions of the Pennsylvania law which forbids discrimination in places open to the public, and directed the proprietor to post a Commission notice which informs patrons that state law protects their right to equal service.

Similar educational visits were made to restaurants, taverns, hotels, and motels elsewhere in the state, principally in Western Pennsylvania.

In nearly all of these visits, proprietors received staff members cordially and agreed to post the Commission notice. In only 2 cases was it necessary to begin enforcement procedures against proprietors who indicated a refusal to comply with the law.

To better acquaint the general public with the public accommodations provisions of the law, several of the Commission's new series of television slides and radio spot announcements reveal that citizens receive equal and unsegregated service in various types of business places open to the public. The new recordings for radio stations were distributed prior to the close of the year and were broadcast extensively on public service time donated by the stations.

Education

Commission activity in connection with educational institutions was conducted with institutions of higher education, and with public schools at the elementary and secondary school levels.

Colleges and Universities

The few complaints docketed under provisions of the Fair Educational Opportunities Act may be closely related to certain other wholesome trends which have become evident among Pennsylvania's eolleges and universities.

A number of individual institutions and the Pennsylvania Association of Colleges and Universities conferred with the Commission during the year concerning their efforts to secure student applicants who would be representative of all races, religious and nationality backgrounds in the state and in the nation. A number of schools indicated that special programs were under way to attract qualified Negro students to their campuses.

Likewise, the Commission took action to assist colleges and universities that have opened their doors to foreign students, by amending its regulations to permit requests for certain information on birthplace and citizenship, which is required by the federal government for the entry of such persons into the United States.

In addition to carrying out program activities related to admission of students without discrimination because of race, color, religion, ancestry or national origin, the Commission took action to protect the housing rights of students at the University of Pennsylvania in Philadelphia. An agreement between the Commission and the University spells out the steps to be taken by each party in cases in which privately-owned housing listed by the University is involved in a discrimination complaint.

Public Schools

The Commission took action in three instances where public school systems were charged with racial discrimination.

In one instance, an investigation into a series of promotions to administrative posts in the system was closed with the issuance of a joint statement by the Commission and the school board. Although the Commission did not make a finding of discrimination in the case, the statement reported that the Commission had closed the case as "adjusted" on the grounds that the school board had endeavored to promote qualified minority group persons as a result of the Commission's investigation and the joint deliberations of the two bodies, and that five additional Negro principals were promoted to higher administrative posts as a result of these efforts.

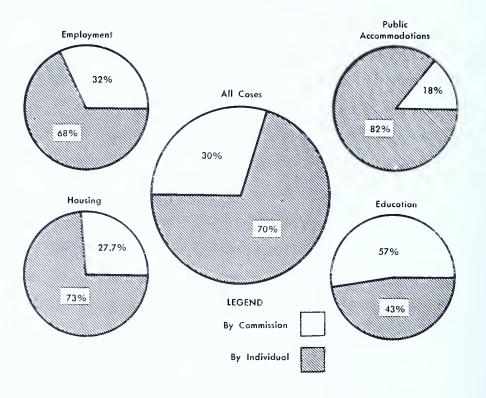
In a second case, the Commission initiated a study into charges against the school system after two days of demonstrations and picketing in which approximately 250 persons were arrested. The study, begun late in 1963, was designed to determine whether the race of pupils was a factor in the alleged overcrowding at a predominantly Negro elementary school.

In a third case, the Commission dealt with the problem of an elementary school with an all-Negro student body and an all-Negro faculty. The problem was resolved satisfactorily when the school board voted to close the school and to transfer its pupils and teachers to other schools in the district.

Compliance

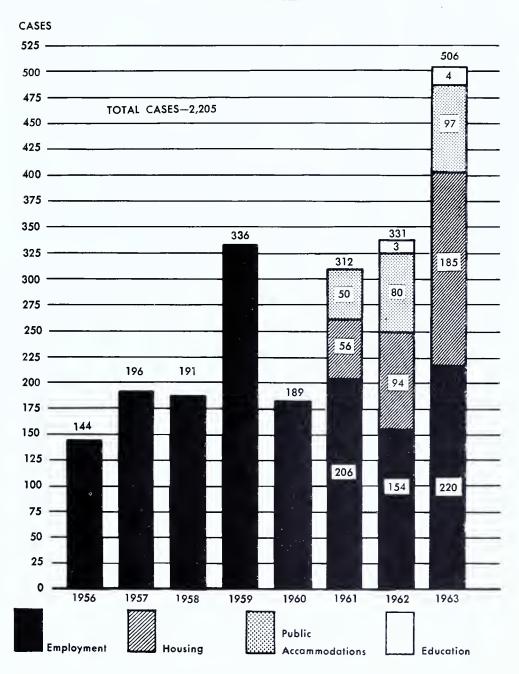
Highlights of the compliance program, as evidenced in successful case adjustments, are presented in the sections of this report headed Employment, Housing, Public Accommodations and Education. The material which follows in this section is a detailed statistical account of all complaints handled by the compliance division, both for the current report year and on a cumulative basis.

Figure I: Initiation of Complaints (3-1-56 to 12-31-63)
Total Cases—2,205



	Curre	nt Report	Year	Cumulative (3-1-56 to 12-31-63)		
Type of Case	Commis- sion	Indi- vidual	Total	Commis- sion	Indi- vidual	Total
Employment	76	144	220	528	1,108	1,636
Housing Public		117	185	92	243	335
Accommodation	ıs 16	81	97	40	187	227
Education	2	2	4	4	3	7
Total	162	$\overline{344}$	$\frac{-}{506}$	664	1,541	2,205

FIGURE II: NUMBER OF CASES RECEIVED
EACH REPORT YEAR



This chart illustrates the number of cases received each Report Year (March to March) from 1956 through 1961. The Report Year in 1962 was from March through December, a 10-month period, to meet the Commission's wishes that subsequent Report Years be from January through December. Fair practices were expanded to include housing, public accommodations and education in September 1961.

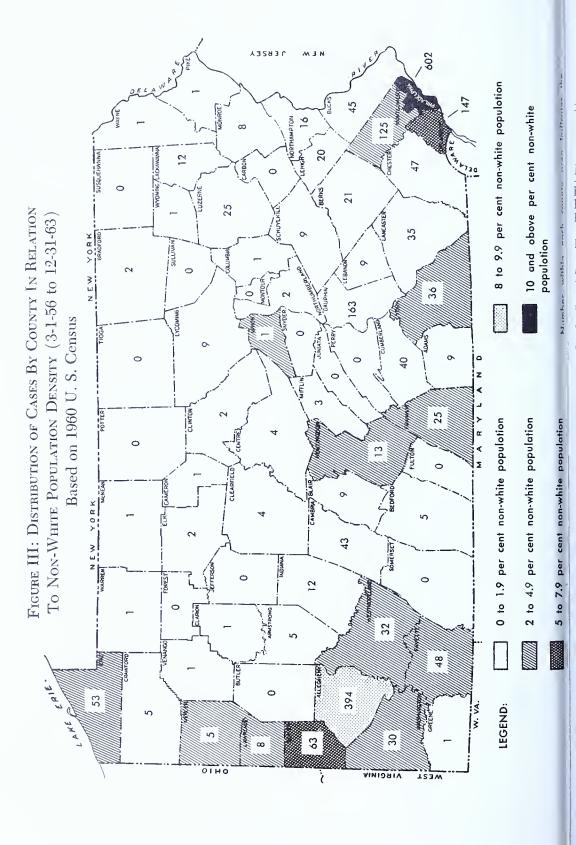


Table I: Geographical Distribution of Cases By Region (3-1-56 to 12-31-63)

		Ni	ımber o	of Cases				
	Regi	on I *		n II **	Region	ı III * * *	State	Total
Area of Jurisdiction	1963	Cumu- lative	1963	Cumu- lative	1963	Cumu- lative	1963	Cumu- lative
Employment	65	549	70	332	85	755	220	1,636
Housing Public	39	66	74	84	72	185	185	335
Accommodations	48	102	28	55	21	70	97	227
Education	0	1	0	0	4	6	4	7
All Areas	152	718	172	471	182	1,016	506	2,205

Region I covers 21 contiguous counties in the western part of the state, with its office located

^{*}Region I covers 21 contiguous counties in the central and northeastern portion of the state, with its office located in Harrisburg.

O Region III covers seven contiguous counties located in southeastern Pennsylvania, with its office located in Philadelphia.

Table II: Distribution of Cases By County (3-1-56 to 12-31-63)

		Nt	ımber of Case	28	
County	Employ- ment	Housing	Public Accommo- dations	Educa- tion	Total
ADAMS	5	0	4	0	9
ALLEGHENY	315	42	36	1	394
ARMSTRONG	0	0	5	0	5
BEAVER	54	4	5	0	63
BEDFORD	5	0	0	0	5
BERKS	16	3	2	0	21
BLAIR	8	0	1	0	9
BRADFORD	0	0	2	0	2
BUCKS	32	4	9	0	45
BUTLER					
CAMBRIA	37	2	4	0	43
CAMERON	1	0	0	0	1
CARBON					
CENTRE	3	1	0.	0	4
CHESTER	34	9	4	0	47
CLARION	0	0	1	0]
CLEARFIELD	4	0	0	0	4
CLINTON	0	0	2	0	2
COLUMBIA	1	0	0	0]
CRAWFORD	0	1	4	0	5
CUMBERLAND	20	14	6	0	40
DAUPHIN	134	21	8	0	163
DELAWARE	115	15	15	2	147
ELK	0	0	2	0	2
ERIE	31	6	16	0	53
FAYETTE	32	6	10	0	48
FOREST					
FRANKLIN	5	8	12	0	25
FULTON					
GREENE	1	0	0	0	1
HUNTINGDON	10	2	1	0	13
INDIANA	10	0	2	0	12
JEFFERSON					
JUNIATA					

	Number of Cases					
 County	Employ- ment	Housing	Public Accommo- dations	Educa-	Total	
LACKAWANNA	8	4	0	0	12	
LANCASTER	20	10	5	0	35	
LAWRENCE	6	0	2	0	8	
LEBANON	5	3	1	0	9	
LEHIGH	14	4	2	0	20	
LUZERNE	15	9	1	0	25	
LYCOMING	8	0	1	0	9	
McKEAN	1	0	0	0	1	
MERCER	5	0	0	0	5	
MIFFLIN	2	0	1	0	3	
MONROE	2	3	3	0	8	
MONTGOMERY	78	32	14	1	125	
MONTOUR						
NORTHAMPTON	13	3	0	0	16	
NORTHUMBERLANI) 2	0	0	0	2	
PERRY				-		
PHILADELPHIA	458	118	23	3	602	
PIKE	0	0	1	0]	
POTTER						
SCHUYLKILL	5	0	4	0	9	
SNYDER			-			
SOMERSET				-		
SULLIVAN						
SUSQUEHANNA				-		
TIOGA						
UNION	1	0	0	0	1	
VENANGO	1	0	0	0	1	
WARREN	1	0	0	0	1	
WASHINGTON	25	1	4	0	30	
WAYNE	0	0	1	0	1	
WESTMORELAND	21	3	8	0	32	
WYOMING	1	0	0	0	1	
YORK	24	7	5	0	36	
OUT-OF-STATE	47	0	0	0	47	
ALL COUNTIES	1,436	335	227	7	2,205	

TABLE III
Basis of Complaints of Alleged Discrimination

Current Report Year						
Basis	Employ- ment	Housing	Public Accommo- dations	Education	Total	
Race or Color Religion National	142 (65%) 10 (5%)	124 (67%) 7 (4%)	90 (93%) 2 (2%)	3 (75%) 0 (0%)	359 (71%) 19 (4%)	
Origin Age Other Discriminatory Acts or Specifi-	40 (18%) 16 (7%)	1 (°)	0 (0%)	0 (0%)	41 (8%) 16 (3%)	
cations	12 (5%)	53 (29%)	5 (5%)	1 (25%)	71 (14%)	
Total	220 (100%)	185 (100%)	97 (100%)	4 (100%)	506 (100%)	

Cumulative (3-1-56 to 12-31-63)

Basis	Employ- ment	Housing	Public Accommo- dations	Education	Total
Race or Color Religion National		270 (81%) 9 (3%)	213 (94%) 6 (3%)	4 (57%) 1,424 0 (0%) 105	
Origin Age Other Discriminatory Acts		3 (1%)	2 (*)	1 (14%) 148 365	,
or Specifi- cations	102 (6%)	53 (16%)	6 (3%)	2 (29%) 163	(7%)
Total 1	,636 (100%)	335 (100%)	227 (100%)	7 (100%) 2,205	(100%)

Less than 1%.

TABLE IV
Type of Respondent

	Current Year	Cumulative (3-1-56 to 12-31-63)				
Respondent	Number		Per Cent			
EMPLOYMENT	220	1,636	100			
Employer	166	1,303	80			
Employment Agency	12	152	9			
Union	14	58	4			
Newspaper	26 2	115 8	(
Other	<u>Z</u>	8				
HOUSING	185	335	100			
Owner		141	42			
Real Estate Agent		130	39			
Builder		44	13			
Mortgagor		3	1			
Abettor		16 10	2 3			
Newspaper Other		10	ى •			
		т.				
PUBLIC ACCOMMODATIONS	97	227	100			
Hotels and Motels	6	25	11			
Eating and Drinking Places		102	45			
Retail Stores	0	2	I			
Recreation and Amusement Places	25	60	26			
Personal Services (Barber, beauty, health, etc.)	10	0.0	10			
Resorts (hotels, lodges, etc.)	12 1	23 6	10			
Abettor		0	\$			
Misc. (Newspapers, periodicals,	V	V				
other)	5	9	4			
			7.00			
EDUCATION	4	7	100			
College and University, Private	1	1	14			
College and University, Public	. 0	0	0			
Vocational, Business Vocational, Technical and Trade	0	$\frac{1}{2}$	14 29			
Other	_	3	43			
Other						

[•] Less than 1%.

TABLE V-a: EMPLOYMENT Type of Alleged Discriminatory Act

Type of Respondent Alleged Discriminatory Act	Current Year	Cumulative (3-1-56 to 12-31-63)
EMPLOYER	166	1,305
Refusal to Hire	66	502
Dismissal from Employment	47	277
Conditions of Employment	23	213
Refusal to Promote	2	20
Other Discrimination •	28	293°
UNION	14	58
Membership Withheld	10	19
Grievance	3	31
Other Discrimination	1	8
EMPLOYMENT AGENCY	12	151
Refusal to Serve	0	9
Refusal to Refer	9	105
Other Discrimination	3	37
NEWSPAPER: Illegal Ad.	26	115
OTHER	2	7
EMPLOYMENT TOTAL	220	1,636

^o Other Discrimination by Employers includes: Use of illegal employment application forms, 167; illegal orders, 60; illegal advertisement, 57; illegal pre-employment interview, 6, and other, 3.

TABLE V-b: Housing
Type of Alleged Discriminatory Act

Type of Respondent Alleged Discriminatory Act	Current Year	Cumulative (3-1-56 to 12-31-63)
OWNER	83	141
Refusal to Sell or Rent	51	86
Refusal to Show		11
Conditions	5	7
Illegal Inquiry or Specification	23	37
Other	0	0
REAL ESTATE AGENT	70	130
Refusal to Sell or Rent	36	80
Refusal to Show	12	19
Conditions	1	2
Illegal Inquiry or Specification	21	29
Other	0	0
MORTGAGOR-LENDER	0	3
Refusal to Service	0	2
Conditions	0	1
Illegal Inquiry or Specification	0	0
Other	0	0
BUILDER	24	44
Refusal to Build or Sell	4	21
Refusal to Show	1	2
Conditions	8	10
Illegal Inquiry or Specification	11	11
Other	0	0
NEWSPAPER	7	11
ABETTOR	1	5
OTHER	0	1
HOUSING TOTAL	185	335

NOTE: Of the total 335 housing cases: 187 cases (57%) were related to sales; 148 cases (43%) were related to rentals.

TABLE V-c: PUBLIC ACCOMMODATIONS Type of Alleged Discriminatory Act

Type of Respondent Alleged Discriminatory Act	Current Year	Cumulative (3-1-56 to 12-31-63)
HOTELS, MOTELS, etc.	6	25
Refusal to Accommodate		20
Conditions of Accommodation		3
Illegal Inquiry or Specification		1
Other		1
EATING AND DRINKING PLACES	48	102
Refusal to Accommodate	28	73
Conditions of Accommodation	$\overline{17}$	26
Illegal Inquiry or Specification	0	0
Other	3	3
RETAIL STORES	0	2
Refusal to Accommodate		1
Conditions of Accommodation		ī
Illegal Inquiry or Specification		0
Other	0	0
RECREATION AND AMUSEMENT PLACES	25	59
Refusal to Accommodate	21	44
Conditions of Accommodation	3	13
Illegal Inquiry or Specification	0	1
Other	1	1
PERSONAL SERVICES (beauty, barber, health, etc.)	. 12	23
Refusal to Accommodate	7	18
Conditions of Accommodation	5	5
Illegal Inquiry or Specification	0	0
Other	0	0
RESORTS HOTELS AND LODGES	1	6
Refusal to Accommodate	1	5
Conditions of Accommodation	0	0
Illegal Inquiry or Specification	0	1
Other	0	0
OTHER (Newspaper, Cemctery, Abettor, Schools, etc.)	5	10
PUBLIC ACCOMMODATIONS TOTAL	97	227

TABLE V-d: EDUCATION Type of Alleged Discriminatory Act

Type of Respondent Alleged Discriminatory Act	Current Year	Cumulative (3-1-56 to 12-31-63)
COLLEGE AND UNIVERSITY, PRIVATE	1	1
Refusal to Admit	0	0
Conditions	0	0
Illegal Inquiry or Specification		0
Other	1	1
COLLEGE AND UNIVERSITY, PUBLIC	0	0
Refusal to Admit	0	0
Conditions	0	0
Illegal Inquiry or Specification		0
Other	0	0
VOCATIONAL, BUSINESS	0	1
Refusal to Admit	0	0
Conditions	0	0
Illegal Inquiry or Speculation	0	1
Other	0	0
VOCATIONAL, TECHNICAL AND TRADE	1	2
Refusal to Admit	0	0
Conditions	1	1
Illegal Inquiry or Specification	0	1
Other	0	0
OTHER	2	3
Refusal to Admit	0	0
Conditions	2	3
Illegal Inquiry or Specification	$\overline{0}$	0
Other	0	0
EDUCATION TOTAL	4	7

TABLE VI
DISPOSITION OF CASES CLOSED BY THE COMMISSION

			$C\iota$	ırr	ent Rc	port	l e	a r						
Disposition	Empl men		Но	usi	ing	Pı Acco da	m	mo-	Edu	ca	tion		7	 [otal
Adjusted by							_		_					
Commission Order Unlawful Practi	7 (3%)	3	(2%)	1	(1%)	0	(0%)	11	(2%)
Found and Adjusted Specific Charge Not		28%)	100	(58%)	72	(79%)	3	(60%)	237	(49%)
Established Lack of	136°(62%)	52	(30%)	15	(16%)	0	(0%)	203	(41%)
Jurisdiction Case Withdraw or Complains		2%)	8	(4%)	1	(1%)	2	(40%)	16	(3%)
Failed to Proceed	10 (5%)	10	(6%)	3	(3%)	0	(0%)	23	(5%
TOTAL	220 (100%)	173	(:	100%)	92	(100%)	5	(100%)	490	(100%)
		Cu	ımula	tiv	e (3-1-	56 to	12	2-31-63)					
Disposition	Empl mer	-	Но	us	ing	Acc			Edu	ca	tion			Γotal
Adjusted by							_							
Commission Order Unlawful Practice	8 (1%)	6	(2%)	11	(6%)	0	(0%)	25	(1%)
Found and Adjusted Specific Charge	625 (41%)	144	(55%)	124	(69%)	3	(60%)	896	(46%)
Not Established Lack of	716°(47%)	81	(31%)	38	(21%)	0	(0%)	835	(42%)
Jurisdiction Case Withdraw or Complaina Failed to		5%)	15	(6%)	2	(1%)	2	(40%)	101	(5%)
Proceed	96 (6%)	16	1	6%)	5	(3%)	0	1	0%)	117	1	6%)
Troceeu	50 (070)	10	'	070)		'	0,0)	U	(070)	111	'	0,0 /

One case dismissed by final order of the Commission after a public hearing.

Table VII: Complaints Sustained on Basis of Alleged Discrimination (3-1-56 to 12-31-63)

	TOTAL ding cases dismissed ck of jurisdiction or	SUSTAINED (Probable cause found)				
Basis	withdrawn)	Number	Per Cent			
ALL CASES	1,760	924	52.5			
Race or Color Religion National Origin Age Other	86 111 337	459 22 75 255 113	41.6 25.6 67.6 75.7 92.7			
EMPLOYMENT	1.353	636	47.0			
Race or Color Religion National Origin Age Other	755 77 103 337	223 15 71 255 72	29.5 19.5 68.9 75.7 88.9			
HOUSING	. 231	150	64.9			
Race or Color Religion National Origin Other	. 5 . 5	$ \begin{array}{r} 107 \\ 4 \\ 2 \\ 37 \end{array} $	58.1 80.0 40.0 100.0			
PUBLIC ACCOMMODATION	N 173	135	78.0			
Race or Color Religion National Origin Other	. 4	128 3 1 3	78.0 75.0 50.0 100.0			
EDUCATION	. 3	2 *	66.7			
Race or Color Religion National Origin Other	. 0 . 1	0 0 1 1	100.0 100.0			

[•] In addition, another case in which no finding of discrimination was made was closed "as adjusted" on the grounds that the school board had made an exceptional effort in behalf of qualified minority group persons.

TABLE VIII: HEARINGS NUMBER IN CURRENT REPORT YEAR

			Public Accommo- dations		Total
PUBLIC HEARINGS	2	5	3	0	10
PRE-HEARING CONFERENCES *	5	6	6	2	19

[°] Pre-Hearing Conferences may be held under Section 102.06 of the Commission Regulations. They represent a final effort, at the Commission level, to eliminate an unlawful discriminatory practice by means of conference, conciliation and persuasion. In many cases they result in a successful adjustment of the complaint and make it unnecessary to hold a public hearing.

TABLE IX: CASES PENDING OR UNDER INVESTIGATION AT THE CONCLUSION OF THE PRESENT REPORT YEAR

EMPLOYMENT	109
HOUSING	73
PUBLIC ACCOMMODATIONS	47
EDUCATION	2
TOTAL CASES PENDING 12-31-63	2 31

The number of cases pending at the close of the previous report period (12-31-62) was 215. The number of cases docketed during 1962 was 331, compared to 506 in 1963.

Legal Activity

The services of the Legal Division of the Commission were in special demand during 1963. Highlights of this activity included the preparation of five cases for public hearing, and the conduct of four of these hearings which were not waived by respondent parties prior to the scheduled hearing date.

In preparation for the public hearing which resulted in an order against seven craft trade unions in the Pittsburgh area, General Counsel directed an intensive investigation necessary to secure witnesses and evidence.

Following that hearing, General Counsel began negotiations with craft trade unions in the southeastern area of Pennsylvania, aimed at securing a voluntary agreement similar to the terms of the order issued in Pittsburgh.

Similarly, the agreement to protect the housing rights of students in private housing attending the University of Pennsylvania was negotiated for the Commission by its General Counsel.

When the Dauphin County Court of Common Pleas ordered the Commission late in 1963 to hold further hearings in an employment case appealed to it in 1962, General Counsel began the work necessary to conduct such further proceedings.

Part of the time of the Legal Division was consumed in the preparation and holding of pre-hearing conferences in which the Commission makes a final attempt to adjust complaints before ordering a public hearing.

Another large portion of the legal activity was the rendering of legal opinions to interpret the employment, housing, public accommodations and education provisions of the Human Relations Act and the Fair Educational Opportunities Act.

General Counsel also revised the Commission's regulations during 1963, and made numerous speaking appearances.

Finally, it was General Counsel and the Deputy Attorney General assigned by the Justice Department to assist the Commission who jointly took all necessary legal action to prevent continued incidents of violence and vandalism against the Baker family in Folcroft.

Educational Activity

Despite the heaviest load of investigatory work in its history, the Commission moved during 1963 to engage in a larger number of programs designed to prevent discrimination "before it happens."

The scope and complexity of these programs has been described to some extent in connection with other sections of this report. For example:

- -The extensive and very successful program of educational visits to business establishments in selected areas of the state is described in the section on Public Accommodations.
- —The program to control tension in areas into which Negroes are moving for the first time is described in the section on Housing, as is the promotion of a discussion program designed to help white residents become ambassadors for the policy of equal opportunity in housing for all Pennsylvanians.
- —The section on Employment relates the initiation of the program to encourage employers to take "affirmative action" to recruit minority group workers for work in plants where such persons have never been employed or where there has been only token employment.

One of the oldest of the Commission's educational programs deals with projects on a community-wide basis.

In four cities in which such projects were carried on during 1963—Chester, Johnstown, McKeesport and York—the Commission was aided by citizen advisory councils.

The members of these councils assisted in carrying out educational programs aimed at broadening employment, housing, public accommodations and educational opportunities for everyone in the community, without regard to race, color, religion, ancestry or national origin. Official bylaws approved by the Commission govern the work of these councils, whose members serve without compensation.

Main accomplishments of each of these four Advisory Councils during the current report year follow:

Chester

The activity of this Council was concentrated mainly in the first half of 1963 because a Chester Human Relations Commission was created by the municipality in July and the work of the Council progressed at a reduced level as the responsibilities of its members were assumed by the new organization. At the same time, the staff member who had been serving nearly full-time in Chester was promoted to the position of supervisor of the regional office in Philadelphia, and a shortage of staff members in that region prevented his replacement in Chester except on a part-time basis.

Nevertheless, a number of significant gains were recorded as the Council continued a program of motivation and encouragement to Negroes seeking jobs or a means of continuing their education.

The Council was instrumental in helping a Negro woman to secure an electronics job, and in assisting a Negro man to obtain a job as a laboratory technician with a refinery.

Counseling and other assistance from the Council helped a Negro girl gain admittance to college to further her education, and others were encouraged to take federal and state civil service examinations, apply for jobs whenever their talents might be needed, and to gain competence in effective job application procedures.

In April the staff member assisting the Council served as a consultant and speaker for the Career Day Conference at Douglass School, at which Pennsylvania's Secretary of Labor and Industry was the principal speaker.

The Commission also provided consultative help and assistance to the new Chester Human Relations Commission, and, as is mentioned elsewhere in this report, initiated a study of the Chester School System in November when allegations of discrimination touched off picketing and demonstrations.

Membership of the Chester Advisory Council follows:

Dr. Nathan V. Plafker, Chairman* Mrs. Gladys Austin, Secretary

Dr. Monroe C. Beardsley

Louis G. Brown

Philip E. Coleman

Kenneth Dale

Wayne Hamilton

Rev. F. Donald Jones Rabbi Louis Kaplan

Professor Robert E. Keighton

Mrs. Herbert C. Lester

Jack Mullen

George Raymond

Rev. Robert F. Ryan

W. Norman Watts, Human Relations Representative Russell Barbour, Human Relations Representative

Johnstown

Members of the Council were highly successful during the current report year in securing new opportunities for speaking engagements and film showings whereby the work of the Council and of the Commission was presented to residents of the community.

Audiences for these presentations included such groups as classes at local high schools, the Beauticians Association of Johnstown, the Master Barbers Association of Johnstown, the city's Teen Canteen, sociology classes at Johnstown College of the University of Pittsburgh, Johnstown Film Society, local service clubs and Protestant, Catholic and Jewish organizations.

The Council conducted surveys of Negro seniors and their work at

^{*} Resigned.

^{••} Reassigned.

Johnstown High School and met with school officials to discuss the participation of these students in various courses of study. In May, a motivational workshop for students and their parents was held.

In December, the Council began a community-wide study of the housing of Negro residents of the area, assisted by sociology students at Johnstown College.

Negroes hired for the first time in various positions in the city during the year included a stenographer in a jewelry store office, an advertising assistant in a department store, a sales clerk in a department store, a cashier in a retail food store, a clerk in a variety store, a mechanic in a construction company and a clerical worker in an office machine sales company. In addition, a Negro was promoted to foreman in a manufacturing firm.

Council members visited a number of employers to discuss hiring practices and to suggest methods of attracting more minority-group applicants, and made educational visits to places of public accommodation in the city.

Membership of the Johnstown Council follows:

Rev. Philip P. Saylor, Chairman

Mrs. R. Brett Kranich, Secretary

Edward B. Austin

John M. R. Ayres, Esq.

Harvey V. Bowers

Charles E. Boyer

W. Louis Coopersmith, Esq.

Rev. John D. Ellis, D.D.

Leonard Fischler

Saul Griffin

John D. Hesselbein

Dr. Burrell K. Johnson Mrs. Walter Leidig

Rabbi Leonard Winograd

Mrs. Ann Wright

Ishmael R. Johnson, Human Relations Representative

McKeesport

Motivational work with Negro students and their parents highlighted the activities of the Council during 1963.

A workshop on educational opportunities and job preparation was held by the Council in April, in cooperation with Negro churches and civic organizations in the McKeesport-Duquesne area, and arrangements by the Council resulted in the use of the Commission photographic display "Jobs on Ability" at three schools in McKeesport.

The school committee of the Council conferred with school officials at the beginning of the year concerning the use of the new Guide to Intergroup Education in Schools, which was published by the Department of Public Instruction with cooperation from the Commission.

At the beginning of the summer season, the Council made arrangements

for a Commission representative to address the city's 45 playground instructors regarding techniques for integrating Negro youngsters into the recreation department's summer playground program. In addition, contacts were made with Negro clergymen to encourage parents to enroll children in the city's summer day camp program.

Council members also met with a group of prominent leaders in the Negro community to discuss the attitudes and desires of citizens concerning the program of the Council.

In March three members of the Council met with members of the Mc-Keesport District of the Allegheny County Tavern Association, and in May Council members made educational visits to 45 taverns in the area.

Membership of the McKeesport Advisory Council follows:

Joseph Odorcich, Chairman*

Mrs. Edith Scheiner, Secretary

Robert Cox

J. Paul Farrell, Esq.

Mrs. Janey Garland

Rev. Stanley Idzik

M. Peter Jackson

Mrs. Herbert J. Langhart

Rabbi Edmund Neiss

Arthur R. Rack, Esq.**

Dr. A. R. Henderson Rev. Bruce W. Thielmann

Rev. Harold Trammell

Dale F. J. Walker, Human Relations Representative

· Resigned.

oo Deceased.

York

In its second year of operation, the Council carried on a double-barrelled program of education for minority group youngsters and adults in the community. The council made a survey of the past and present employment status of some 200 Negro high school graduates from 1958 through 1962, after which it sponsored a workshop on "Employment Opportunities and You" for Negro members of the 1963 graduating class. The event was attended by 26 students and 34 parents and other adults.

Following meetings with officials of the State Employment Service and the local school system concerning training in retail work, Council members helped to stimulate the creation of a course in sales work at the YWCA, attended by 202 school-age youth. The Council also met with officers of the Chamber of Commerce and agreed to work cooperatively in solving guidance and retraining problems in the city.

During the summer months Negroes were hired for the first time in sales and office jobs in several department stores, in a food market and in a variety store.

The Council's contacts with school officials also assisted the Commis-

sion in promoting greater use of the Department of Public Instruction's Guide to Intergroup Education in Schools. The Council's education committee cooperated with school officials in setting up a session on "The Counselors Place in Human Relations" at the York Area In-Service Institute, and secured an opportunity for a speaker on intergroup education at a meeting of secondary school principals in the county.

Council members also carried out educational work in housing and places of public accommodation. The housing activity included a meeting with officers and members of the York County Real Estate Board, and assistance to a Negro family which experienced some difficulty in moving into a formerly all-white area. Educational visits to restaurants, taverns, motels and hotels in the county were made by members of the Council, which received helpful assistance from the Southern Pennsylvania Restaurant Association.

The Council sponsored a successful Brotherhood Week dinner, at which 125 persons heard an address by Rev. Leon Sullivan of Philadelphia, and used its good offices in a controversy over alleged police brutality against Negroes in the city of York.

Membership of the York Advisory Council follows:

John Zimmerman, Chairman Mrs. Henry B. Leader, Secretary Dr. John C. Albohm* William D. Barber Rev. John A. Blackwell Emanuel A. Cassimatis, Esq.

Rabbi Eli Cooper

Mrs. Marjorie H. Dean

Mrs. Hans Friendenfeld

Mrs. John Herr* Albert Hydeman Calvin Kirkland

Hon, Richard Kohler

Elliott Miller

Horace Ports, Esq.

Clair Tozer

Joseph D. Smith, Jr., Human Relations Representative

Services in Other Communities

The Commission provided consultative service to governmental bodies, business organizations and other concerned groups of citizens in a number of other communities across the state during the past year.

Among the communities in which the Commission provided specific help were the following:

Allentown-consultation with civic groups weighing the formation of a local human relations commission

Bethlehem-consultation with members of the city council and with community organizations to assess factors involved in the establishment of a local human relations commission

[·] Resigned.

Carlisle—assistance to Carlisle Intercultural Council in sponsorship of third annual motivational workshop for secondary school youth and high school graduates, in survey of the employment status of Negro high school graduates and in extending a motivational program for school counselors from the senior high to the junior high level

Clairton—consultant help to the education committee of Morning Star Baptist Church, resulting in a guidance seminar for junior and senior high school minority group youth, attended by more than 90

East Lansdowne—consultation with members of the borough council on local intergroup relations concerns

Farrell-Sharon—cooperation with Shenango Valley Relations Council, resulting in educational visits to the offices of 19 real estate firms in the area

Franklin—consultation with new bi-racial committee concerning organization and program matters

Harrisburg—assistance to the Human Relations Council of Greater Harrisburg and the Harrisburg Chapter of Frontiers Club International, and consultation with the Mayor's Committee on Human Rights on organization and program matters

Lancaster—implementation of a survey of the courses taken and the achievement records of Negro youngsters in the city's junior and senior high schools

Lewistown—consultation with the Human Relations Council of Mifflin County on organization and program matters

Mechanicsburg—consultation with Equal Employment Committee of the Mechanicsburg Navy Depot on procedural and program matters

Phoenixville—consultation with Phoenixville Area Human Relations Council on program matters

Reading—cooperation with Reading Race Relations Council in a motivational guidance project designed to reduce dropouts and help under-achievers in the local school system

Shippensburg—assistance to community group in planning and training interviewers for an audit of local intergroup relations problems and resources

West Chester—assistance to group of 10 ministers in relocating Negro families uprooted by a local urban renewal program

Willow Grove—consultation with organizations concerned about neo-Nazi youth activities in area, and implementation of a series of educational contacts designed to reduce the extent and severity of the problem

Commission representatives also provided information, advice and material to a score of national, state and regional organizations concerning a variety of race relations and other intergroup relations problems.

This activity ranged from participation in the National Council of Churches of Christ in America General Assembly Convention, at which race relations was a major focus of interest, to arranging a panel discussion on human relations for the annual convention of the Pennsylvania Congress of Parents and Teachers, and giving program assistance to the Human Relations Inter-County Committee of Bucks, Chester, Delaware, Montgomery and Philadelphia Counties.

Speaking Engagements, Film Showings, Displays

Program assistance was provided during the year for 351 organization meetings at which a total of 17,699 persons were in attendance. Speakers were assigned for 252 of these meetings, totaling 11,656 persons, while films and filmstrips were provided for 99 meetings, which were attended by 6,043 persons. In addition, thousands of persons viewed Commission displays on exhibit in schools, churches and community centers, and at conferences.

For speaking engagements, the type of audience and the number of speeches in each category is shown in the following table:

	Number of Meetings						
	Current eport Year	Total for Eight Years					
Employer group	. 11	77					
Employment agency group	. 0	34					
Labor organization	. 7	43					
Housing industry group	. 9	24					
Governmental agency	. 17	106					
Press, radio, television	. 5	32					
Church group	. 58	222					
School and college group	. 23	201					
Service, fraternal, civic group	. 78	207					
Community organization	. 17	327					
Intergroup relations agency	. 27	137					
TOTAL	. 252	1,410					

Cooperation with Department of Public Instruction

National recognition was accorded in February to a product of the cooperation between the Commission and the Department of Public Instruction when an award was presented to the Department by the Freedoms Foundation at Valley Forge for its new curriculum guide on intergroup education. The publication, "Human Relations—Our Greatest Challenge, A Guide to Intergroup Education in Schools," received the George Washington Honor Medal Award in the Government Agency

Category, "Responsible Citizenship Program." Since its publication in October 1962, the Department has received over 1,700 requests for more than 90,000 copies of the Guide.

The Guide was published by the Department's Human Relations Committee, whose membership includes representatives of the Commission. The Commission's Director of Education serves as coordinating secretary of the Committee and was the chief editor of the Guide.

During 1963, the Commission worked in cooperation with the Department to promote a more intensive implementation of the Guide at the local school level.

In his capacity as coordinating secretary of the DPI Human Relations Committee, the Commission's Director of Education also spoke and led discussions concerning the use of the Guide on a score of occasions, and helped to evaluate the intergroup relations aspects of the curriculums of two teacher-training colleges in Pennsylvania. In addition, he carried on the negotiations which resulted in the York, Pennsylvania School System being selected to take part in a national survey concerning students and prejudice.

Research Activity

The Commission's survey of construction contracts awarded by state agencies was conducted by the research division, which set up a procedure and prepared forms to determine whether equal employment opportunities were being afforded to non-white workers on such projects.

The survey was based on state contracts that were in effect during the months of June, July and August of 1963. Full cooperation was obtained from the contracting agencies—the General State Authority, the State Public School Building Authority and the Department of Highways—whose personnel secured the necessary information from the contractors included in the survey. Return of all forms from contractors was not achieved until December and the report on the survey was scheduled for completion early in 1964.

In connection with the Commission being host to the 15th Annual Conference of Commissions for Human Rights, the research division abstracted the proceedings of the 14 previous conferences for material for a report on official actions of the organization and on the membership status of various affiliated agencies.

The research division also reviewed the records of hearings conducted by other agencies on alleged discrimination by craft trade unions, and prepared material for the Commission's own use in working out agreements with craft unions. Finally, the research division prepared a monthly analysis of compliance activity and maintained cumulative records on case experience; handled personnel and fiscal matters for the Executive Director, and carried out assignments in various other administrative areas.

Publicity and Information

The Commission's increased activity in all areas of civil rights in Pennsylvania was explained to residents of the state by means of its publicity and information services.

Newspapers, television and radio stations and other types of news media were supplied with 42 news releases on various programs and actions of the Commission. Special articles and reports on particular aspects of the Commission's work were prepared at the request of individual newspapers, television stations and radio stations.

A newsletter with stories and pictures on current activities of the Commission was prepared and distributed quarterly to interested civic, religious, fraternal, business and labor organizations throughout the state. The Commission's annual report on its work during the preceding year was prepared and distributed in similar fashion.

The production of material for television and radio spot announcements was arranged by the division and recordings for radio stations were distributed in November. Television stations were furnished slides and copy material shortly after the close of the current report year.

Among the projects of the Commission in 1963 which required extensive publicity and information activity were the Centennial Observance of the Emancipation Proclamation, beginning in January; the 15th Annual Conference of Commissions for Human Rights in Pittsburgh in May, and two days of a public hearing into alleged discrimination by craft trade unions in the Pittsburgh region in July.

Cooperation with Human Relations Commissions in Pennsylvania

The unprecedented need for human relations services during 1963 resulted in an increased number of situations in which close cooperation was required between the Commission and the municipal human relations agencies in Erie, Pittsburgh and Philadelphia, and between the Commission and an ever-larger number of communities in which governmental and private organizations worked to cope with human relations problems.

The experience of the Philadelphia and Pittsburgh Commissions on Human Relations was used by the Pennsylvania Commission to advantage in conducting its own public hearing on the membership practices of craft trade unions.

The two city agencies, particularly Pittsburgh, gave the Pennsylvania Commission invaluable assistance in serving as host to the Conference of Commissions for Human Rights.

The anti-discrimination ordinances in the cities of Erie and Philadelphia were extended to include jurisdiction in cases of housing discrimination, and the Pennsylvania Commission's working agreements with the commission in each of these cities were amended accordingly.

At the request of the Erie Human Relations Commission, the Pennsylvania Commission helped to carry out a training program for clergymen of various faiths who were interested in promoting fair housing practices.

The Commission discussed with public officials and civic leaders in a half dozen other cities the mechanics and methods of dealing with local human relations problems by means of municipal ordinances, mayor's committees and other forms of organization.

On another level of cooperation, the Commission met with members of the Pennsylvania Advisory Committee to the U. S. Civil Rights Commission, at which time problems of mutual concern were discussed and possible areas of cooperation explored.

Recommendations

During the past two years and three months in which the Commission has administered the housing provisions of the Pennsylvania Human Relations Act, numerous instances of discrimination in housing could not be adequately remedied for lack of injunctive provisions in the law.

In a housing case reported in the Commission's Seventh Annual Report, the order issued by the Commission proved meaningless because the builder and sales agent of the housing development sold and otherwise disposed of all of the remaining houses before the procedural requirements of the law could be carried out and the order handed down.

In several recent housing cases, the normal time required for a factual and objective investigation of the complaint has resulted in the complainant seeking other housing accommodations before an adjustment of his case was secured. But in a considerable number of housing cases, it is evident that delaying tactics by property owners, home builders and real estate agents have delayed adjustment of the case for so long a period of time that the complainant has been compelled to buy or rent other housing in the interim. The technical adjustment of the case, in which the respondent agrees to abide by the Act in the future, is of little comfort to the complainant, and the racial, religious or ethnic composition of the

particular housing development, apartment building or neighborhood remains unchanged.

Prudent use of injunctive powers by the Commission could bring an end to such delaying tactics and their harmful results, for it would be to the advantage of the respondent party to cooperate fully with the Commission in providing information and records necessary for an early determination in the case.

The Commission therefore recommends legislative action to amend the Pennsylvania Human Relations Act to authorize the Commission to apply to the courts for injunctive relief to maintain the status quo preliminarily when it appears that a housing unit involved in a complaint may be sold, rented or otherwise disposed of before a determination of the case has been made.

It also is recommended that Sections 5 and 7 of the Act be amended to specifically authorize the Commission to prepare and distribute fair practices notices, and to require persons subject to the Act to post and exhibit such notices in their places of business.

The Commission also recommends legislative action to clarify provisions of the Pennsylvania Fair Educational Opportunities Act, and to otherwise extend coverage and clarify provisions of the Human Relations Act.

To remedy what appears to be an inconsistency among Sections 2(c), 3(1), 4(c), and 6 of the Pennsylvania Fair Educational Opportunities Act, the Commission suggests amendment of the Act to provide that religious educational institutions should be exempt from the provisions of the Act only to enable them to select their students exclusively or primarily from members of such religion or denomination, and to give preference in such selection to such members, but that in such institutions, students otherwise qualified should have equal opportunity to attend therein without discrimination because of race, color, ancestry or national origin.

The Commission also suggests the following amendments which apply to the fair employment practice provisions of the Pennsylvania Human Relations Act:

- (a) Re-define "employer" to include any person employing *one* or more persons and any religious, fraternal, charitable or sectarian organization which is supported in whole or in part, by governmental appropriations *or funds*;
- (b) Re-define "employe" to include agricultural workers;
- (c) Re-define "age" to make it clear that the word "person" in the definition refers only to *individuals*;

- (d) Show that bona fide retirement, pension and group insurance plans are exempted only from the age provisions of the Act; and
- (e) Permit an individual seeking employment to state his age.







8,14

NINTH ANNUAL REPORT 1964

Pennsylvania Human Relations Commission

COMMONWEALTH OF PENNSYLVANIA WILLIAM W. SCRANTON, Governor

DEPARTMENT OF LABOR AND INDUSTRY
WILLIAM P. YOUNG, Secretary

PENNSYLVANIA HUMAN RELATIONS COMMISSION
HARRY BOYER, Chairman

Pennsylvania Human Relations Commission

CHAIRMAN

: 4

Harry Boyer, Reading

SECRETARY

Edward M. Green, Harrisburg

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EXECUTIVE DIRECTOR

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CHAIRMAN
HARRY BOYER
EXECUTIVE DIRECTOR
ELLIDTT M. SHIRK

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COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF LABOR AND INDUSTRY
HUMAN RELATIONS COMMISSION

HARRISBURG 17120



COMMISSIONERS

COMMISSIONES

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MRS. FLORENCE S. REIZENSTEIN
S. D. ROBERTS
JOSEPH X. YAFFE, ESG.

Honorable William W. Scranton Governor of the Commonwealth of Pennsylvania

Honorable Members of the General Assembly Commonwealth of Pennsylvania

Sirs:

We have the honor to submit to you the Ninth Annual Report of the Pennsylvania Human Relations Commission.

This report covers the activities of the Commission from January 1, 1964 through December 31, 1964. In details the progress made during the year in eliminating problems of discrimination in employment, housing, public accommodations, education and related fields.

Our report is issued pursuant to the Act of 1955, P.L. 744 , Section 7, as amended by the Act of 1961, P.L. 47 .

Respectfully,

Harry Boyer Chairman



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Recommendations

The Pennsylvania Human Relations Commission recommends a number of amendments to the State's anti-discrimination legislation to enable the Commission to execute these laws more effectively.

The experience of the Commission during 1964 provides further evidence of the need to amend the Pennsylvania Human Relations Act to authorize the Commission to apply to the courts for injunctive relief in housing cases. Such relief is needed in some instances to prevent a housing unit involved in a complaint from being sold, rented or otherwise disposed of before a determination of the case has been made.

Even when the Commission holds public hearings and issues formal orders in housing cases, this does not guarantee that the complainant will be given an opportunity to buy a house he has been denied because of discrimination. This was true in a case that went to public hearing in 1964, and in other cases which were adjusted by conference and persuasion. In these latter cases, respondents signed statements agreeing not to discriminate in future sales or rentals, but already had sold the house or rented the apartment to persons other than the complainant who had been discriminated against.

The Commission in November approved a recommendation which was made by the special committee appointed by Governor Scranton to investigate charges of excessive use of force by police in Chester. This recommendation urged:

"That legislation be considered to broaden the power of the Pennsylvania Human Relations Commission so as to enable it to deal generally with problems of racial discrimination and racial tensions throughout the Commonwealth. It may be appropriate to include in these enlarged powers the authority, when requested by the Governor, to investigate elaims of excessive use of force by police in civil rights protest activities."

The following amendments to the fair employment practice provisions of the Pennsylvania Human Relations Act also are recommended:

- (a) Re-define "employer" to include those employing one or more persons, instead of 12 or more as at present.
- (b) Re-define "employer" to make it clear that the exemption for religious, fraternal, charitable or sectarian organizations does not extend to any such groups which are supported in whole or in part by any type of governmental funds.
- (e) Re-define "employe" to include agricultural workers.

- (d) Re-define the term "age" to make it clear that the word "person" in the definition refers only to individuals.
- (e) Indicate that the exemption granted to firms with bona fide retirement, pension and group insurance plans applies only to the age provisions of the Act.
- (f) Permit an individual seeking employment to state his age, inasmuch as the Act permits an employer to request the age of a job applicant.
- (g) Specifically authorize the Commission to prepare and distribute fair practices notices, and to require persons subject to the Act to post and exhibit such notices in their places of business.

The Commission also recommends legislative action to clarify provisions of the Pennsylvania Fair Educational Opportunities Act. To remedy what appears to be an inconsistency among Sections 2(c), 3(1), 4(c) and 6 of the Act, the Commission suggests amendment of the Act to provide that religious educational institutions be exempt from the provisions of the Act only to enable them to select their students exclusively or primarily from members of such religion or denomination, and to give preference in such selection to such members, but that in such institutions, students otherwise qualified should have equal opportunity to attend therein without discrimination because of race, color, aneestry or national origin.

Other more recent recommendations for amendment of the Human Relations Act are as follows:

- (a) That more explicit language than now appears in the Act clearly authorize the Commission to issue subpoenas during the investigation of complaints;
- (b) That where a respondent is found by the Commission to have engaged in an unlawful discriminatory practice, the Commission shall notify the State agency which has licensing or regulatory power to take appropriate action against such respondent; and
- (e) That the status of the Commission be changed from that of a departmental Commission to an independent Commission.

Education For Equal Opportunity

In administering the Pennsylvania Human Relations Act and the Fair Educational Opportunities Act, the Pennsylvania Human Relations Commission seeks to prevent incidents of discrimination because of race, eolor, religion, ancestry, age or national origin, and to promote equal opportunity practices in the essential areas of employment, education, housing and the use of places of public accommodation.

Programs designed to implement this goal included the following:

Reduction of Tension

Reducing tension in racially-troubled areas is the first step toward eliminating such problems. When the feelings of individuals have been ealmed, constructive efforts to reach a solution can proceed most effectively.

The Commission devoted a large amount of time and effort during 1964 to tension control work—in neighborhoods where Negroes were moving for the first time, and in a variety of other situations in which racial feelings were aroused. Excellent cooperation from local government officials, local police and State Police resulted in a minimum of incidents.

In addition to ealming fears in more than a score of communities into which Negroes were moving for the first time, the Commission was successful in helping to avert disorders in several cities in connection with the integration of swimming pools and attempts by Negroes to secure equal service in barber shops.

In January the Commission met with representatives of 15 intergroup relations agencies in the Philadelphia and suburban area concerning the Commission's tension control procedures and methods to strengthen cooperation. A similar meeting was held in March with 21 agencies in Pittsburgh and Western Pennsylvania.

In May the Commission ecoperated with the Pennsylvania Chiefs of Police Association, the Pennsylvania State Police and the National Conference of Christians and Jews in sponsoring the state's first institute on "Police Responsibility in Race Tension and Conflict," attended by more than 100 high-ranking police officials. This was followed by nine regional institutes, attended by about 1,200 local police throughout the state.

In November the Commission joined with these same groups, plus the Pennsylvania League of Cities, the Pennsylvania State Association of Boroughs and the Pennsylvania State Association of Township Supervisors in sponsoring an institute on "Local Government Responsibility in Racial and Community Tensions." The success of this conference, which attracted more than 240 police and governmental officials, prompted the sponsors to adopt a plan to encourage and give assistance to local communities in holding workshops on race relations.

Promotion of Intergroup Education

A major goal of the Commission's educational program is to promote more intergroup education in Pennsylvania public school systems, and to encourage adults to engage in equal opportunity practices.

In promoting intergroup education in the public schools, the Commission works closely with the Human Relations Committee of the Department of Public Instruction. This cooperation resulted in the nation's first "School Administrator's Seminar on Human Relations Education," held for three days in May. Attended by 16 superintendents, 31 human relations coordinators and other representatives from 26 of the state's 32 first and second-class school districts, the seminar was supported by four major educational associations: the Pennsylvania State Education Association, the Pennsylvania Conference of Parents and Teachers, the Pennsylvania Association of Chief School Administrators and the Pennsylvania School Boards Association.

Joint efforts by the Department of Public Instruction and the Commission also resulted in increased distribution of the Human Relations Curriculum Guide, and a large number of intergroup relations workshops and in-service training sessions sponsored by county and city school systems throughout the state. Staff members of the Commission served as speakers and panel members at many of these.

Public Understanding

Public understanding of Pennsylvania's human relations program is essential for a maximum change in eitizen attitudes and practices.

By providing speakers and lending films to interested organizations throughout the Commonwealth, the Commission sought greater ecoperation with all citizen groups in extending practices of equal opportunity.

This type of program assistance was given in 1964 to 376 meetings attended by a total of 24,519 persons. Speakers were furnished for 298 meetings, totaling 20,022 persons. Films were provided for 78 meetings, attended by 4,497 persons.

The following list of speaking engagements shows the kind of audience and the number in each category:

	Number of Meetings				
Organization	1964	Cumulative 1956-1964			
Employer group	9	86			
Employment agency group	1	35			
Labor organization	14	57			
Housing industry group	8	32			
Governmental agency	22	128			
Press, radio, television	7	39			
Church group	78	300			
School and college group	54	255			
Service, fraternal, civic group	51	258			
Community organization	29	356			
Intergroup relations agency	25	162			
TOTAL	298	1,708			

A new housing display was placed in service late in 1964, and ineluded use at a statewide Interfaith Conference on Religion and Race. Other Commission displays were used at an International Emancipation Proclamation Exposition in Convention Hall in Philadelphia, at the Pennsylvania AFL-CIO State Convention in Pittsburgh, and in schools and libraries.

To assist the state's news media in reporting the work of the Commission, eopies of 44 news releases were supplied to newspapers, other publications, and television and radio stations.

Copies of four issues of the Commission's newsletter were distributed to business, labor, ehureh, fraternal and civic organizations throughout the state, and the Eighth Annual Report on activity in 1963 was prepared.

Commissioners and staff members appeared on television and radio in the Pittsburgh, Harrisburg and Philadelphia areas, and a new set of six television slides on housing and public accommodations was distributed to all television stations in the state: a total of 22 stations, serving residents of Pennsylvania from the cities of Altoona, Erie, Harrisburg, Johnstown, Laneaster, Lebanon, New Castle, Philadelphia, Pittsburgh, Scranton, Wilkes-Barre and York.

The Commission also provided assistance to news media in several localities concerning problems in presenting race relations news.

Program Coordination

In 1964, more than in any previous year, the Commission was ealled upon to cooperate in a variety of programs originating at the federal, state and local levels. Most of these activities were specifically in the field of human relations, but an increasing number were in related areas such as the anti-poverty program, in which race is a prominent factor.

Passage of the U. S. Civil Rights Aet of 1964 resulted in a much larger area of ecoperation with federal agencies which are assigned anti-discrimination responsibilities. The Commission entered into Memorandums of Agreement with the President's Committee on Equal Employment Opportunity and the President's Committee on Equal Opportunity in Housing, as a result of which official liaison procedures were established between the Commission and each of the many federal agencies which report to the two Presidential committees in respect to their anti-discrimination activities.

The Commission also assisted the National Association of Manufacturers and the Pennsylvania State Conference of Branches of the National Association for the Advancement of Colored People in interpreting to their members the application of the new federal civil rights law to companies and organizations in Pennsylvania.

At the state level, the Commission's Executive Director was appointed to the State Council for Human Services in order to advise on the intergroup relations aspects of various state programs, and, particularly, to help review proposals for anti-poverty programs under the Economic Opportunity Act of 1964. Staff members also were named to regional review committees. The Commission cheeks proposals for anti-poverty projects on the basis of whether they will benefit the needy without regard to race, and whether those whom the projects are intended to benefit are involved in the planning of such projects, as required by the law.

In more than 30 communities throughout the state the Commission provided officials and civic leaders with information on establishing and operating local human relations organizations.

The eommunities and eounty areas in which the Commission furnished assistance concerning human relations eommissions and other local race relations problems included the following:

Aliquippa, Allentown, Ashland, Bethlehem, Blair County, Bucks County, Butler County, Carlisle, Central Westmoreland County, Chester, Easton, Franklin, Gettysburg, Greenville, Harrisburg, Huntingdon, Indiana, Lancaster, Middletown, Midland, Mifflin County, Monroeville, New Castle, Norristown, Phoenixville, Pottsville, Reading, Springfield, Steelton, Uniontown, Washington, West Chester and Williamsport.

Advisory Councils

The Commission's educational programs in four cities were assisted by citizen advisory councils. These cities were Chester, Johnstown, McKeesport and York. Accomplishments in each of these cities were as follows:

Chester

Although the Commission was more deeply involved in Chester during 1964 than in any other city in the state, the program of its Chester Advisory Council was suspended during most of the year. This resulted, first, from the establishment of the Chester Human Relations Commission by the Mayor, and later from the hiring of a Human Renewal Officer by the City of Chester. Members of the Commission's advisory group agreed to continue serving on a stand-by basis, but to defer formal program activity until it could be determined whether all phases of the Council's role in Chester were being carried out by the new city agency or the Human Renewal Officer, W. Norman Watts, who had served the Commission in Chester from the inception of Advisory Council activity until September 1964.

Membership of the Chester Advisory Council follows:

Mrs. Gladys Austin, Secretary Dr. Monroe C. Beardsley

Louis G. Brown

Philip E. Coleman Kenneth Dale

Wayne Hamilton

Rev. F. Donald Jones

Rabbi Louis Kaplan Robert E. Keighton Mrs. Herbert C. Lester

Iack Mullen

George Raymond

Rev. Robert F. Ryan

Russell Barbour, Human Relations Representative

Johnstown

The major activity of the Johnstown Advisory Council in 1964 was a "Survey of the Johnstown Area Negro Population," in cooperation with Johnstown College of the University of Pittsburgh.

The survey was made by students of the College, under the direction of Dr. George Walter of the Sociology Department. Interviews were

conducted with more than 300 persons to secure information on the employment and housing situation of Negro families. Main findings included the fact that 35 per cent of the city's employable Negroes are out of work, and that 67 per cent of Negro families rent, compared to only 45 per cent of the city's white families.

The Council provided consultative assistance to a number of industrial and business firms interested in promoting integration in employment, and met with union leaders concerning job training programs in the community.

During the year Negroes were hired for the first time in a number of non-traditional jobs, including that of roll turner apprentice in a local steel mill.

Membership of the Johnstown Advisory Council follows:

Rabbi Leonard Winograd, Chairman Rev. Philip P. Saylor, Chairman* Mrs. Walter Leidig, Secretary Edward B. Austin John M. R. Ayres, Esq. Miss Dee Bechtel

Harvey V. Bowers Charles E. Boyer W. Louis Coopersmith, Esq.

B. T. Du Pont Rev. John E. Ellis Leonard Fischler*

Saul Griffin

John D. Hesselbein Dr. B. K. Johnson Mrs. R. Brett Kranich

Mrs. Ann Wright

Ishmacl R. Johnson, Human Relations Representative

McKeesport

Members of the McKeesport Advisory Council carried out several projects in 1964 concerned with counseling Negro students on employment opportunities and higher education.

The Council worked with local Negro ministers in a program to encourage Negro youngsters to make more use of the local high school's guidance services in securing college entrance information. The Council, in cooperation with school officials, also made a survey of Negro students interested in or preparing for college.

^{*} Resigned.

For the second year the Council helped to brief counselors and other staff members of the city recreation department concerning techniques for promoting good intergroup relations in the summer recreation program.

Membership of the McKeesport Advisory Council follows:

Dr. A. R. Henderson, Chairman
Mrs. Edith Scheiner, Secretary
Robert Cox*
Mrs. Herbert J. Langhart*
Miss Carrie Ann Dix
Rabbi Edmund Neiss*
J. Paul Farrell, Esq.*
Mrs. Marguerite Tate
Mrs. Janey Garland*
Rev. Bruce W. Thielemann
Rev. Stanley Idzik*
Rev. Harold E. Trammell

Dale F. J. Walker, Human Relations Representative

York

The York Advisory Council carried out a variety of successful projects in 1964.

The Council promoted intergroup education in the schools, encouraged employment on merit in a number of local plants, counseled Negro students and helped to prevent incidents in several situations in which there was racial feeling.

The Council consulted a representative of the Urban League on forming a "Skill Bank," then met with 60 representatives of industrial concerns, unions and employment agencies. These and other related programs helped to bring about the hiring of additional Negro workers, including the employment of three Negroes in banks.

As a result of Council activities and the influence of the statewide "Institute on Police Responsibility in Race Tension and Conflict," York's chief of police became a member of the Council's public accommodations and police-community relations committee. This committee squelched rumors that created tension following the shooting of a Negro, and arranged a meeting with officers of the York County Tavern Association which produced a better understanding of the public accommodations provisions of the Pennsylvania Human Relations Act. The housing committee of the Council helped to avert trouble in an all-white neighborhood into which a Negro family had moved.

^{*} Resigned or term expired.

Membership of the York Advisory Council follows:

John Zimmerman, Chairman

Mrs. Henry B. Leader, Secretary

William D. Barber*

Dr. Woodward W. Brown

Emanuel A. Cassimatis, Esq.*

Richard Coesens

Rabbi Eli Cooper

Mrs. Marjorie H. Dean

Mrs. Hans Friedenfeld**

Francis Grady

Albert L. Hydeman, Jr.

Calvin Kirkland*

Irvin Kittrell

Hon. Richard Kohler

Elliott Miller

Maurice Peters

Horace Ports, Esq.

Mrs. Harry L. Ramage

Clair Tozer

B. A. Wagner

Rev. Morris Zumbrum

Mrs. Florence D. Melitzer, Human Relations Representative

* Resigned or term expired.

oo Deceased.

Services in Other Communities

In addition to its consultant service to communities interested in establishing local human relations commissions or councils, the Commission carried out other educational projects and studies in a number of cities.

These included follow-up programming on a school survey begun the previous year in Lancaster, efforts to resolve barbershop discrimination problems in Carlisle, Franklin and Gettysburg, conducting a school survey in West Chester, assisting in a motivational program for potential dropouts in Reading, consulting human relations commission officials about racial opposition to a public housing project in Allentown and giving program assistance on fair housing to an interfaith group in Monroeville.

The Commission also provided specialized advice and help to a number of individual employers in equal opportunity programs, to a summer workshop of the United Steelworkers of America and to the Hemlock Girl Scout Council in Central Pennsylvania in training staff in better intergroup relations.

Affirmative Action Programs

The Commission enlarged its program of affirmative action in 1964 by considering and adopting policy statements and initiating projects in education and housing. Similar activity in the area of employment was started the previous year, based on a Statement of Policy on Affirmative Action in Employment.

These programs were based on a recognition that mere compliance with the letter of an anti-discrimination law does not necessarily cause all citizens to share equally in jobs, an adequate education and decent housing. Positive action, the Commission believes, is needed.

In June the Commission issued its Affirmative Action Policy on Education.

With respect to elementary and secondary schools, the Commission stated that "even when school segregation is the result of housing conditions and not because of deliberate discrimination, the Commission feels it necessary that affirmative steps must be taken by boards of public school districts to alleviate racial imbalance, regardless of its cause."

Colleges and other institutions of higher learning, the Commission said, "have an affirmative duty to enroll applicants from varied racial, religious and nationality backgrounds."

In September the Commission announced an Affirmative Action Policy on Housing. The policy calls upon builders, developers, financiers, managers, operators and sellers of housing accommodations to "take deliberate steps to include among their potential buyers and renters persons heretofore excluded because of their race, religion or national origin."

Compliance Program

The Commission docketed 515 complaints in 1964, a record number. This increase in compliance activity paralleled a similar enlargement of the Commission's educational program, as detailed earlier in this report.

The public hearing in the Chester School District case was the longest and most comprehensive in the Commission's experience. It required a great deal of investigation, preparation and work by Commissioners and staff, especially by the Commission's General Counsel. In addition, the Commission scheduled six other public hearings—two in housing cases and four in public accommodations cases. A much larger number of possible public hearings was averted by successful action in a total of 41 pre-hearing conferences, each of which involved the participation of one or more Commissioners.

These pre-hearing conferences, held under Section 102.6 of the Commission Regulations, are a final effort, at the Commission level, to climinate an unlawful discriminatory practice by means of conference and persuasion.

Following are details of case activity:

FIGURE I: INITIATION OF COMPLAINTS

		1964		Cumulative 1956-1964					
Area of jurisdiction	Commis- sion	Indi- vidual	Total	Commis- sion	Indi- vidual	Total			
Employment	. 71	168	239	599	1,276	1,875			
Housing Public	35	125	160	127	368	495			
Accommodations	19	88	107	5 9	275	334			
Education	6	3	9	10	6	16			
Total	131	384	515	795	1,925	2,720			

Table I: Geographical Distribution of Cases
By Region
1956-1964

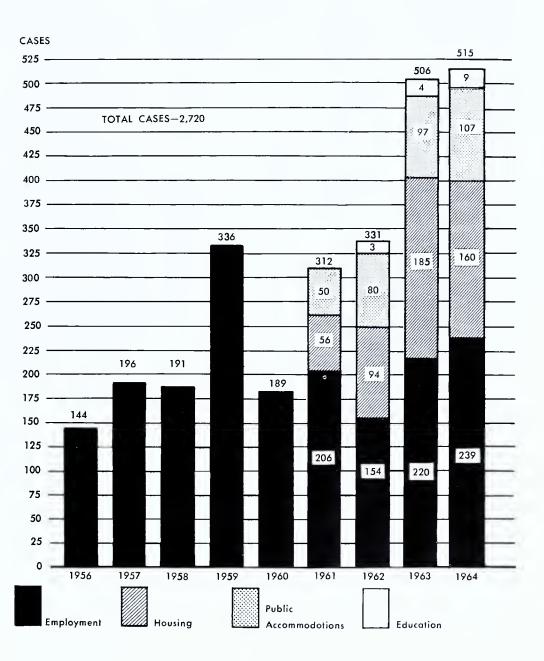
	Number of Cases												
	Region I (a)		Region	H(b)	Region	III (e)	State Total						
Area of jurisdiction	1964	Cumu- lative	1964	Cumu- lative	1964	Cumu- lative	1964	Cumu- lative					
Employment Housing Public	73 43	622 109	61 46	393 130	105 71	860 256	239 160	1,875 495					
Accommodations Education	$\frac{62}{4}$	$\begin{array}{c} 164 \\ 5 \end{array}$	21 1	$\begin{array}{c} 76 \\ 1 \end{array}$	24 4	94 10	107 9	334 16					
All Areas	182	900	129	600	204	1,220	515	2,720					

⁽a) Region 1 includes 21 contiguous counties in the western part of the state, with its office located in Pittsburgh.

⁽b) Region II includes 39 contiguous counties in the central and northeastern portion of the state, with its office located in Harrisburg.

⁽c) Region III includes seven contiguous counties located in southeastern Pennsylvania, with its office located in Philadelphia.

Figure II: Number of Cases Received Each Report Year 1956-1964



This chart illustrates the number of cases received each Report Year (March to March) from 1956 through 1961. The Report Year in 1962 was from March through December, a 10-month period, to meet the Commission's wishes that subsequent Report Years be from January through December. Fair practices were expanded to include housing, public accommodations and education in September 1961.

Table II: Distribution of Cases by County 1956-1964

	Number of Cases											
County	Employ- ment	Housing	Education	Tota								
ADAMS	6		6		12							
ALLEGHENY	358	75	55	1	489							
ARMSTRONG		2	10		12							
BEAVER	64	4	7		75							
BEDFORD	5		1		6							
BERKS	20	4	2		26							
BLAIR	8		1		9							
BRADFORD	2		2		4							
BUCKS	37	7	14		58							
BUTLER												
CAMBRIA	37	4	6		47							
CAMERON	1				1							
CARBON												
CENTRE	3	4	2		9							
CHESTER	38	13	6		57							
CLARION	1		2	1	4							
CLEARFIELD	4				4							
CLINTON	6		2		8							
COLUMBIA	3				3							
CRAWFORD		1	8	1	10							
CUMBERLAND	23	28	8		59							
DAUPHIN	146	28	14	1	189							
DELAWARE	124	31	16	3	174							
ELK	3		2		5							
ERIE	39	7	18		64							
FAYETTE	34	8	12		54							
FOREST												
FRANKLIN	9	11	14		34							
FULTON												
GREENE	1				1							
HUNTINGDON	14	5	2		21							
INDIANA	10	1	3	2	16							
JEFFERSON		1			1							
JUNIATA												

		Nu	mber of Cases		
– County	Employ- ment	Housing	Public Accommo- dations	Education	Total
LACKAWANNA	9	4			13
LANCASTER	22	13	10		45
LAWRENCE	8		3		11
LEBANON	6	3	1		10
LEHIGH	14	8	3		25
LUZERNE	16	12	1		29
LYCOMING	13		1		14
McKEAN	3				3
MERCER	6				6
MIFFLIN	2	1	1		4
MONROE	2	6	3		11
MONTGOMERY	110	52	21	2	185
MONTOUR	1				1
NORTHAMPTON	14	8	2		24
NORTHUMBERLAN	ID 3		1		4
PERRY					
PHILADELPHIA	513	133	27	5	678
PIKE		1	1		2
POTTER					
SCHUYLKILL	5		4		9
SNYDER					
SOMERSET			4		4
SULLIVAN					
SUSQUEHANNA					
TIOGA					
UNION	1				1
VENANGO	1		13		14
WARREN	1				1
WASHINGTON	27	2	6		35
WAYNE		1	1		2
WESTMORELAND	25	7	12		44
WYOMING	1				1
YORK	29	9	6		44
OUT-OF-STATE	47	1			48
ALL COUNTIES	1,875	495	334	16	2,720

Table III
Basis of Complaints of Alleged Discrimination

		196	34		
Basis	Employ-ment	Housing	Public Accommo- dations	Education	Total
Race or Color Religion National	134 (56%) 17 (7%)	133 (83%) 2 (2%)	97 (91%) 2 (2)%	6 (67%) 1 (11%)	370 (72%) 22 (4%)
Origin Age Other Dis- criminatory	53 (22%) 11 (5%)	0 (0%) 0 (0%)	2 (2%) 0 (0%)	0 (0%) 0 (0%)	55 (11%) 11 (2%)
Acts or Specifi- cations	24 (10%) 239 (100%)	25 (15%) 160 (100%)	6 (5%)	2 (22%)	57 (11%) 515 (100%)

Cumulative 1956-1964

Employ Basis ment		Housing	Public Accommo- dations	Education	Total
Race or	1.051 / 550	100 / 010)	210 / 22%)	10 (00%)	1 =0.4 (0.0%)
Color	$1,071 \ (57\%)$	403 (81%)	310 (93%)	10 (63%)	
Religion	107 (6%)	$11 \ (2\%)$	8 (2%)	1 (6%)	127 (5%)
National					
$Origin \dots$	$195 \ (10\%)$	3 (1%)	4 (1%)	1 (6%)	203 (7%)
Age .	376 (20%)	0 (0%)	0 (0%)	0 (0%)	376 (14%)
Other Discriminatory Acts or	, ,	,	, ,	, ,	` '
Specifi-	100 / 50	EO / 100()	10 / 40)	. / 277	220 / 201
cations	$126 \ (7\%)$	78 (16%)	12 (4%)	4 (25%)	220 (8%)
Total	1,875 (100%)	495 (100%)	334 (100%)	16 (100%)	2,720 (100%)

TABLE IV RESPONDENTS

	1964	Cumulative 1956-1964				
Respondent	Number	Number	Per Cent			
EMPLOYMENT	239	1.875	100%			
Employer	199	1,502	83%			
Employment Agency	13	165	6%			
Union	8	66	3%			
Newspaper		133	8%			
Other	1	9	٠			
HOUSING	160	495	100%			
Owner	84	225	52%			
Real Estate Agent	46	176	29%			
Builder		52	5%			
Mortgagor	3	6	2%			
Abettor	0	6	0%			
Newspaper		21	7%			
Other	8	9	5%			
PUBLIC ACCOMMODATIONS	107	334	100%			
Hotels and Motels	7	32	6%			
Eating and Drinking Places	21	123	20%			
Retail Stores	2	4	2%			
Recreation and Amusement Places	25	85	23%			
Personal Services (Barber,						
beauty, health, etc.)	33	56	31%			
Resorts (hotels, lodges, etc.)	5	11	5%			
Abettor	0	0	0%			
Misc. (Newspapers, periodicals,						
other)	14	23	13%			
EDUCATION	9	16	100%			
College and University, Private	0	1	0%			
College and University, Public	2	2	22%			
Vocational, Business	1	2 2	11%			
Vocational, Technical and Trade	2	4	22%			
Other	4	7	45%			

[•] Less than 1%.

Table V-a: Employment Alleged Discriminatory Act

Respondent Alleged Discriminatory Act	1964	Cumulative 1956-1964
EMPLOYER	201	1,506
Refusal to Hire	63	565
Dismissal	60	337
Refusal to Promote	12	32
Conditions of Work Illegal Inquiry:	21	234
Interview	0	6
Application Form	25	19 2
Illegal Order	1	61
Illegal Ad	17	74
Other	2	5
UNION	7	65
Membership Withheld	2	21
Grievance	$\frac{2}{2}$	33
Other Discrimination	3	11
EMPLOYMENT AGENCY	13	164
Refusal to Serve	0	9
Refusal to Refer	9	114
Illegal Ad	2	2
Illegal Inquiry	0	0
Aeeept Illegal Order	1	1
Other	1	38
NEWSPAPER: Illegal Ad	18	133
OTHER	0	7
EMPLOYMENT TOTAL	239	1,875

Table V-b: Housing Alleged Discriminatory Act

Respondent Alleged Discriminatory Act	1964	Cumulative 1956-1964
OWNER	84	225
Refusal to Sell or Rent	61	147
Refusal to Show	7	18
Conditions	3	10
Illegal Inquiry or Specification	5	42
Other	8	8
REAL ESTATE AGENT	46	176
Refusal to Sell or Rent	29	109
Refusal to Show	10	29
Conditions	1	3
Illegal Inquiry or Specification	3	32
Other	3	3
MORTGAGOR-LENDER	4	7
Refusal to Service	4	6
Conditions	0	1
Illegal Inquiry or Specification	0	0
Other	0	0
BUILDER	8	52
Refusal to Build or Sell	3	24
Refusal to Show	2	4
Conditions	1	11
Illegal Inquiry or Specification	2	13
Other	0	0
NEWSPAPER	10	21
ABETTOR	0	5
OTHER	8	9
HOUSING TOTAL	160	495

Table V-c: Public Accommodations Alleged Discriminatory Act

Respondent Alleged Discriminatory Act	1964	Cumulative 1956-1964
HOTELS, MOTELS, etc.	7	32
Refusal to Aeeommodate	7	27
Conditions of Aeeommodation	0	3
Illegal Inquiry or Specification	0	$\frac{1}{1}$
Other		1
EATING AND DRINKING PLACES	20	122
Refusal to Accommodate	19	92
Conditions of Aeeommodation	1	27
Illegal Inquiry or Specification	0	0
Other	0	3
RETAIL STORES	2	4
Refusal to Aecommodate	2	3
Conditions of Aecommodation	$\bar{0}$	i
Illegal Inquiry or Specification	0	$\ddot{0}$
Other	0	0
RECREATION AND AMUSEMENT PLACES	25	84
Refusal to Aeeommodate	24	68
Conditions of Accommodation	î	14
Illegal Inquiry or Specification	ō	1
Other	0	1
PERSONAL SERVICES (beauty, barber, health, etc.)	33	56
Refusal to Accommodate	31	49
Conditions of Aecommodation	$\frac{01}{2}$	7
Illegal Inquiry or Specification	$\bar{0}$	Ò
Other	0	0
RESORTS, HOTELS AND LODGES	5	11
Refusal to Accommodate	5	10
Conditions of Accommodation	0	0
Illegal Inquiry or Specification	ŏ	ĭ
Other	ŏ	$\tilde{0}$
OTHER (Newspaper, Cemetery, Abettor, Schools, etc.)	15	25
PUBLIC ACCOMMODATIONS TOTAL	107	334

Table V-d: Education Alleged Discriminatory Act

Respondent Alleged Discriminatory Act	1964	Cumulative 1956-1964
COLLEGE AND UNIVERSITY, PRIVATE	0	1
Refusal to Admit	0	0
Conditions Illegal Inquiry or Specification	0	0
Other	0	1
COLLEGE AND UNIVERSITY, PUBLIC	2	2
Refusal to Admit	0	0
Conditions	1	1
Illegal Inquiry or Specification	1	1
Other	0	0
VOCATIONAL, BUSINESS	1	2
Refusal to Admit	1	1
Conditions	0	0
Illegal Inquiry or Specification	O	1
Other	0	0
VOCATIONAL, TECHNICAL AND TRADE	2	4
Refusal to Admit	0	0
Conditions	1	2
Illegal Inquiry or Specification	1	2
Other	0	0
OTHER	4	7
Refusal to Admit	1	1
Conditions		4
Illegal Inquiry or Specification	1	1
Other	1	1
EDUCATION TOTAL	9	16

TABLE VI
DISPOSITION OF CASES CLOSED BY THE COMMISSION

						196	84								
Disposition	E		ploy- ent	Н	Housing		$A\epsilon$	cc	blic mmo- tions	Education		Total			
Adjusted by Commission Order Unlawful	1	(*)	1	(1%)	4	(4%)	0	(0%)	6	(1%)
Practice Found and Adjusted Specific Charge		(43%)	78	(63%)	68	(72%)	3	(75%)	235	(56%)
Not Established		(51%)	39	(32%)	17	(19%)	1	(25%)	158	(38%
Lack of Jurisdiction	8	(4%)	3	1	20%)	1	(1%)	0	1	0%)	12	(3%
Case Withdraw or Complaina Failed to	n	`	1,0 /		`	20107	1	`	170		`	0,0 7		`	
Proceed	3	(2%)	3	(20%)	4	(4%)	0	(0%)	10	(2%)
TOTAL	199	(100%)	124	(100%)	94	(100%)	4	(100%)	421	(100%)
				Cu	mi	ulative	1956	-1	964					_	
Disposition	E		iploy- ient	Н	Io	using	$A\epsilon$	cc	blic mmo- tions	E	dı	ıcation	7	Cot	al
Adjusted by															
Commission Order Unlawful Practice	9	(1%)	7	(2%)	15	(6%)	0	(0%)	31	(1%)
Found and Adjusted - Specific Charge		(41%)	222	(57%)	192	(70%)	6	(67%)	1,131	(48%)
Not Established		(47%)	120	(31%)	55	(20%)	1	(11%)	993	(41%)
Laek of Jurisdiction Case Withdraw	90 n	(5%)	18	(5%)	3	(1%)	2	(22%)	113	(5%)
or Complaina Failed to Proceed		(6%)	19	(5%)	9	(3%)	0	1	0%)	127	1	5%
									<u>-</u>					_	
TOTAL 1	1,726	_(100%)	386	(100%)	274	(100%)	9	(100%)	2,395	(100%

[•] Less than 1%.

Table VII: Complaints Sustained on Basis of Alleged Discrimination 1956-1964

	TOTAL xcluding cases dismissed		SUSTAINED (Probable cause found)		
Basis	or lack of jurisdiction or withdrawn)	(Probable co Number	use jouna) Per Cent		
ALL CASES	2,175	1,183	54%		
Race or Color	1.366	597	44%		
Religion	1	25	25%		
National Origin		82	66%		
Age		283	76%		
Other	211	196	93%		
EMPLOYMENT	1,560	745	48%		
Race or Color	856	247	29%		
Religion		18	21%		
National Origin		77	67%		
Age ,		283	76%		
Other	130	120	92%		
HOUSING	345	225	65 %		
Race or Color		151	58%		
Religion		4	50%		
National Origin	7	2	29%		
Other		68	94%		
PUBLIC ACCOMMODAT	ION 260	204	78%		
Race or Color		194	80%		
Religion	6	3	50%		
National Origin	4	2	50%		
Other		5	83%		
EDUCATION	10	8*	80%		
Race or Color	6	4	67%		
Religion		Ō	0%		
National Origin		1	100%		
Other		3	100%		

[•] In addition, another case in which no finding of discrimination was made was closed "as adjusted" on the grounds that the school board had made an exceptional effort in behalf of qualified minority group persons.

Table VIII: Hearings 1964

	Employ- ment		Public Accommo- dations	Education	Total
PUBLIC HEARINGS	. 0	2	4	1	7
PRE-HEARING CONFERENCES .	. 1	14	25	1	41

Table IX: Cases Pending or Under Investigation at the Conclusion of Report Year

	1963	1964
EMPLOYMENT HOUSING PUBLIC ACCOMMODATIONS EDUCATION	109 73 47 2	149 109 60 7
TOTAL CASES PENDING AS OF DECEMBER 31	231	325

Staff Increase

As a result of the larger budget recommended by Governor Scranton, the Commission enlarged its staff of professional workers from 36 to 57. To provide adequate supervision for this larger staff, the Commission assigned assistants to the division directors in compliance, education, research, and publicity and information, and designated staff members to serve as compliance and education specialists in each of the three regional offices.

The task of providing necessary auxiliary services to the Commission was handled by the research division. The division worked closely with the Civil Service Commission in recruiting new personnel, made arrangements for staff training sessions, prepared budget figures, arranged for the purchase of equipment and supplies, tabulated compliance statistics and figures for a number of Commission surveys and reports, abstracted Commission decisions and policies, and responded to numerous requests for population figures and other statistics on an ethnic basis.

Appendix I

Text of Affirmative Action Policy on Education

(Adopted June 17, 1964)

The Pennsylvania Human Relations Commission has the duty under the law to prohibit discrimination, to provide equality of opportunity in education and to conduct an educational program to prevent discrimination and to promote better understanding among all racial, religious and nationality groups.

Educational institutions have the responsibility to prepare citizens for full participation in a democratic society. To achieve this most effectively, public education must not be segregated. The United States Supreme Court in 1954 stated that segregated education in the public schools is inferior education and therefore unconstitutional. This principle underlies our constitutional form of government and holds much of the promise and hope of American democracy.

In light of these considerations, the Pennsylvania Human Relations Commission issues the following affirmative action policy on education.

PART I

Guidelines for Fuller Integration of the Elementary and Secondary Public Schools

The Commission endorses the goal of integration as essential to sound education and our democratic way of life.

The problem of educational institution policy and practice is how to involve minority group persons into complete membership in the student body and faculty. The problem is aggravated by de facto school segregation, caused principally by discrimination in housing and by large numbers of Negroes living in segregated areas. The racial imbalance which results in many of the public schools of Pennsylvania from discrimination and de facto segregation makes difficult, if not impossible, the most effective antidote to discrimination, namely, person-to-person contacts across group lines between teachers and classmates from various racial, religious and nationality cultures.

Even when school segregation is the result of housing conditions and not because of deliberate discrimination, the Commission feels it necessary that affirmative steps must be taken by boards of public school districts to alleviate racial imbalance, regardless of its cause. Positive, corrective measures are often feasible and it is not justifiable for boards of public school districts to take refuge in the fact that the original condition of segregation is not of their making.

To help eliminate de facto segregation and to accelerate total integration, the boards of education of the public school districts throughout Pennsylvania should observe the following guidelines:

- 1. Every public school district must strive to foster desegregation and integration of schools and to improve the quality of school programs and teaching to the highest educational level. The purposes of desegregation and improved quality education are interdependent and must be pursued simultaneously. Efforts to achieve integration should never be conducted so as to diminish the quality of education. Educational improvement programs in public schools should include the elimination of overcrowding, plans for smaller classes, pre-primary programs for all children, special schools and programs for maladjusted and slow learning pupils, special educational enrichment programs for pupils disadvantaged by poor social and economic environment, and expanded and improved counseling, guidance and tutorial motivational programs for both pupils and their parents.
- 2. Each public school should enroll pupils from varied backgrounds to the fullest possible extent. Public school enrollment should be a part of a comprehensive plan for the entire school district rather than proceed in terms of local neighborhood interests.
- 3. Boundary lines within public school districts should be redrawn to effect integrated student bodies.
- 4. The erection, purchase, acquisition or use of buildings for public school purposes should be in areas which will promote integration.
- 5. Wherever possible, public school districts should attempt to utilize the Princeton Plan, the "4-4-4 Plan" or similar plan by which all pupils of the same grade are assigned to the same public school building or buildings.
- 6. Overcrowding in segregated public schools which results in shorttime schedules or part-time school days should be eliminated by the assignment or transfer of pupils to under-utilized schools, without re-

quiring the consent of parents. Such assignment or transfer should be used to promote public school integration and not to perpetuate de facto segregation. Such transfers should not result in segregated public schools even where facilities are adequate.

- 7. Inadequate and outmoded public school buildings and physical facilities which are unsuitable for modern school operations either should be repaired and improved or closed, and pupils from such school buildings should be transferred to integrated schools with good educational facilities and in such manner as not to create islands of segregation in new locations.
- 8. Future public school development plans should give consideration to the educational park or complex concept, which consists of several school buildings located in one area and attended by all public school pupils in that area.
- 9. Complete integration of public schools requires the integration of faculties as well as pupils. Concentration of Negro teachers in public schools with a large percentage of Negro pupils should be avoided and the assignment of Negro teachers to public schools with a large percentage of white pupils should be encouraged.
- 10. Boards of public school districts which have never employed or which have employed only token numbers of Negro teachers should take affirmative action to seek applications from such teachers.
- 11. Boards of public school districts are encouraged to employ community relations experts as an integral part of their staffs.
- 12. State Teachers Colleges and other training institutions should include courses in human relations and intercultural education. Similarly, in-service training for and staff orientation of public school teachers, guidance counselors, public school psychologists and other staff personnel should include such courses.
- 13. Public school textbooks and materials which misrepresent or ignore the contributions of minority group people to our democratic society should be replaced with textbooks and materials which properly treat such matters.
- 14. All public school pupils should be involved in curricular and extracurricular activities which provide the greatest possible sharing of experiences among pupils of varied racial, religious and nationality backgrounds.

15. The busing of public school pupils at school expense should be encouraged as a means, but not as a permanent solution, to relieve overcrowded conditions and to discontinue the use of outmoded and unsuitable school buildings.

Responsibility for ending segregation in the public schools rests upon boards of public school districts. The Pennsylvania Human Relations Commission has an obligation under law to take appropriate action wherever segregation exists and integration lags and will conduct periodic investigations to determine whether positive and effective steps are being taken to achieve these objectives.

PART II

Affirmative Action Policy Relative to Colleges and Other Educational Institutions Subject to the FEO Act

The Commission believes that post-secondary, vocational, trade and other schools of higher learning have an affirmative duty to enroll applicants from varied racial, religious and nationality backgrounds. The Pennsylvania Human Relations Commission issues the following affirmative action policy as guidelines for such educational facilities:

- 1. Every college and university should take affirmative steps to recruit qualified applicants from minority groups for student admission and faculty positions by soliciting such applications publicly.
- 2. Teacher training colleges should make special efforts to place nonwhite as well as white graduates as teachers and staff members in educational institutions.
- 3. Teacher training colleges should include as an integral part of the curriculum, courses in human relations and intercultural education.
- 4. Schools in this category should encourage and promote curricular and extracurricular activities to involve the greatest possible sharing of experiences among students of varied racial, religious and nationality backgrounds.
- 5. Every college and university should take affirmative steps to require fraternities and other student organizations to accept students without regard to their race, religion or national origin, unless such student organization is founded for the express purpose of assisting or ministering to students of a particular religion.
- 6. Dormitories and other housing and boarding facilities operated by schools in this category shall be administered without discrimination;

and schools in such category shall require that private housing accommodations be available to all students without discrimination on account of race, religion or national origin.

7. In schools of this category, health, recreational, placement and other school-related services and facilities shall be available to all students without discrimination on account of race, religion or national origin.

Appendix II

Text of Affirmative Action Policy on Housing

(Adopted September 17, 1964)

The Pennsylvania Human Relations Commission has the duty under the laws it administers to assure equality of opportunity to all individuals to secure housing commensurate with their needs, desires and economic abilities. To implement this duty, the Commission recommends that operators of housing accommodations take deliberate steps to include among their potential buyers and renters persons theretofore excluded because of their race, religion or national origin.

The builders, developers, sellers, financiers, managers, operators and owners of housing accommodations have the responsibility to market and make available such housing in a manner which allows all individuals to fully exercise that opportunity assured by law.

The Pennsylvania Human Relations Commission accordingly issues the following affirmative action policy on housing.

Private Housing

The term "Private Housing" used in this Statement is intended to apply to all housing accommodations subject to the provisions of the Pennsylvania Human Relations Act and referred to in that Act as "commercial housing." "Private Housing" therefore means any housing accommodations being offered for sale or rent to the general public, other than those in a single or duplex building which is owner-occupied.

Housing practices have produced two separate markets in the sale, rental and financing of private housing, one which services whites and the other Negroes. Their offerings, operations and services are separate and unequal. The problem in private housing is how to combine these two markets into one in dealing with the total public.

In Pennsylvania, public policy has declared by Law that there shall be no discrimination because of race, religion or national origin, in the sale, rental or financing of private housing.

To combine these markets and better implement this public policy, operators, sellers, producers and owners of private housing should observe the following guidelines:

- 1. Producers of housing should covenant among themselves to operate on an open occupancy basis. The probability of any one being put in an advantageous competitive position through engaging in unfair housing practices will thus be reduced.
- 2. Unfounded fears, false rumors and misinformation are responsible for a considerable amount of the reluctance to observe fair practices in the housing market. The housing industry in its own interest should therefore actively cooperate in the dissemination of factual information to members of its own industry and to the consumer public.
- 3. Personnel of housing and financing firms should be thoroughly instructed in how to deal impartially with the public, including special training for serving minority groups.
- 4. Housing firms should employ qualified minority group persons in sales and administrative capacities.
- 5. To create a better informed consumer public, real estate firms should cooperate with the Commission by distributing pertinent information concerning the fair housing law to the public.
- 6. Housing industry associations should endorse open occupancy housing through resolutions or policy statements.

Appendix III

Text of Affirmative Action Policy on Employment

(Adopted November 26, 1963)

Race relations holds top priority in the nation's civil rights and civil liberties field. This has occurred in the wake of social changes in the racial situation during 1963.

Increased public recognition of the social problems caused by discriminatory practices impels the application of more forceful and positive remedies to help eliminate such unlawful discrimination.

The Pennsylvania Human Relations Commission is convinced that a new approach must be adopted, especially in the field of employment, to induce widespread changes in employment patterns of exclusion and to open new and equal opportunities for a much larger number of qualified minority group workers in this Commonwealth.

The individual complaint approach to the problem of unlawful employment discrimination must be supplemented by a new industry-wide approach in which the Commission will look carefully into the pattern of employment by such firms over a long period of years and the number of minority group workers employed by such firms.

The Commission believes that it has the responsibility under the laws it administers to endeavor to have employers take deliberate steps to hire qualified workers of a particular race, religion or national origin where such persons have never been employed or where there has been only token employment of such workers. This affirmative action would apply to initial hiring and to conditions of employment, including promotion and upgrading.

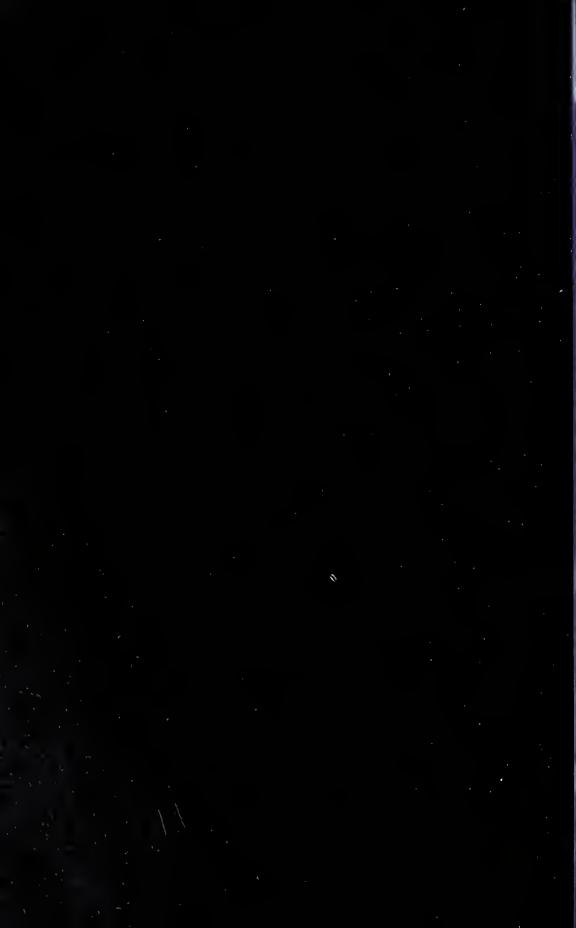
The Commission holds that the current social, economic and world conditions require that this policy be adopted. It believes that such treatment to qualified workers of minority groups is warranted because of the denial of equal job opportunities to them for many years.

To make this Statement of Policy effective, the Commission has adopted in principle, hereby re-affirms and will pursue the following specific program and action:

- 1. That where an employer, group of employers or labor organization have failed to employ or enroll qualified members of a racial, religious or nationality group over a long period of years and efforts of the Commission to induce them to integrate by affirmative action have failed, the Commission will hold investigatory public hearings to determine the facts and to disclose such conditions.
- 2. That a series of Commission-instituted investigations may be conducted on a local, regional or state-wide basis to determine patterns of discrimination in employment.
- 3. That where an investigation discloses the failure to employ or promote, or only token employment of, a given minority group over a long period of years, the Commission shall take appropriate steps to effect an integrated work force.









FREEDOM GROWS IN PENNSYLVANIA

TENTH ANNUAL REPORT 1965

PENNSYLVANIA HUMAN RELATIONS COMMISSION

Pennsylvania Human Relations Commission

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DEPARTMENT OF LABOR AND INDUSTRY

HUMAN RELATIONS COMMISSION

HARRISBURG 17120



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JOSEPH X. YAFFE, ESQ.

The Honorable William W. Scranton Governor of the Commonwealth of Pennsylvania

The Honorable Members of the General Assembly Commonwealth of Pennsylvania

We are pleased to submit to you the Tenth Annual Report of the Pennsylvania Human Relations Commission.

Since this report concludes the first decade of the life of this Commission, it includes, in addition to the activities of the Commission from January 1, 1965 to December 31, 1965, a brief account of the highlights of our activities over the past ten years, in eliminating problems of discrimination in employment, housing, public accommodations, education and related fields.

This report is issued pursuant to the Act of 1955, P.L. 744, Section 7, as amended by the Act of 1961, P.L. 47.

Harry Boyer

Respectfully,

Chairman



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Foreword

TEN YEARS OF PROGRESS

The year 1966 marks the tenth anniversary of the founding of the Pennsylvania Human Relations Commission.

The decade just ended has been a noteworthy one for the cause of civil rights. In it we have seen the case of the Negro in America forcefully presented by a new and militant force, consisting of persons of various races and creeds, united in their determination to eliminate the designation of "Second-Class Citizen," and to win for everyone all the rights and privileges which are guaranteed its citizens by the Constitution of the United States of America.

The role of the Pennsylvania Human Relations Commission in carrying out the duties imposed upon it by the laws of the Commonwealth has been an important and demanding one. Its program, aimed at the elimination of all forms of racial and religious discrimination, has progressed from the realm of law enforcement and general education into the specialized fields of affirmative action; of eliminating fears, prejudices and false concepts, and of giving assurance, motivation, training and guidance to those who have so long suffered from the bias and indifference of their fellow-citizens.

One has only to compare conditions affecting minority groups in Pennsylvania today, with conditions as they existed ten years ago to know that the Commission has made a significant contribution to the progress which has been achieved. In 1954 a survey showed that 90% of the State's employers discriminated in some manner, against minority groups. Application forms requested race and religion and photographs in many cases; employment ads contained such phrases as "only whites need apply", or "gentiles only"; job orders to employment agencies often contained specifications designed to exclude minority-group applicants, and training opportunities often were denied to minority-group workers, especially Negroes.

Discrimination existed not only in employment, but in housing, in public accommodations and in education. Recognizing this, the Legislature, in 1961, enacted legislation enlarging the scope of the Commission to cover these areas and noteworthy gains have been made in these fields since that time.

In 1963, the rise of militant action groups and the occurrence of rioting at Folcroft brought home to the Commission the need for a more effective

system of tension control, and formulation of new procedures in that field have greatly lessened the possibility of a repetition of this type of disaster.

Establishment of citizen advisory councils, which began in 1958, has given the Commission a helping hand in a number of communities throughout the state, and many less formal organizations of local citizens, with Commission guidance, are working to foster equal opportunity programs in their communities.

The affirmative action policy statements of 1963 and 1964, and the programs which followed, are pointing the way for future action in attempting to secure voluntary compliance with the Pennsylvania Human Relations Act by all segments of the population.

It must be conceded that the ultimate goal of the law and of the Commission is still a long way off. However, progress began with the founding of the Commission and has progressed each year, and is accelerating more and more, as false concepts are destroyed and more light is directed into the dark corners of racial and religious bias.

In commemorating the completion of ten years' service to residents of the Commonwealth, the Commission adopted as the theme of its anniversary observance "Freedom Grows in Pennsylvania." The summary of activities recorded in this Tenth Annual Report bears witness to the reality of this growth.

Program Activity

The Commission's program activity in 1965 in each of its major fields of jurisdiction is summarized in this section of our report.

EMPLOYMENT

Although discrimination in employment continued to be the largest source of complaints filed with the Commission during 1965, attitudes of employers showed a marked improvement. In many cases, it was found that the violation was due to ignorance or misunderstanding of the law by the respondent and prompt compliance was secured. No public hearings were required in employment cases during the year.

Unlawful pre-employment applications and illegal inquiries through employment advertising are steadily being eliminated, through staff contacts and publicity. News media generally have shown excellent cooperation in checking advertising copy and in informing advertisers in the correct manner of inserting help-wanted ads.

Survey of State Non-White Employes

The Commission's second survey of state employes shows an increase in the number of non-whites employed by the Commonwealth. The number of non-whites among the state's 83,665 workers as of January 31, 1965 was 6,588 or 7.9% of the total. This was an increase of .3% over the corresponding figure shown in the first survey, made in September, 1962.

Referrals from the Federal Government

A total of 16 cases of alleged discrimination in employment were referred to the Commission by the Federal Equal Employment Opportunity Commission for investigation in 1965.

Affirmative Action in Employment

Findings of a "Fair Employment Survey of the West Chester Area" were released by the Commission in April. The report stated that results "point forcefully to the conclusion that the community has a serious problem in respect to employment conditions for minority-group persons." The report showed that non-whites were conspicuous by their absence in many of the major employer firms in the area.

Following the survey, representatives of the Commission began meeting with selected employers in the West Chester area to discuss its findings and to encourage such firms to take affirmative action to recruit, hire and train a more representative cross-section of the community's population.

Elsewhere in the state, other large firms were selected for pilot projects in affirmative action employment, selected from the Commission's three regions.

All were completed by the year's end and results were being analyzed, prior to recommendations and negotiations.

HOUSING

Housing continued to occupy a prominent place in Commission activities during 1965. A total of 184 housing complaints were filed, of which 139 were in the Philadelphia area. Nine public hearings were held in housing cases.

New Publication

A new pamphlet, "The Housing of your Choice" was prepared and widely distributed.

Affirmative Action in Housing

A new affirmative action program in housing got off to a good start in 1965. As of the year's end, a total of 418 housing developments, containing 41,679 sales and rental units had been contacted. Contacts were made in 17 communities operating Housing Authorities, to discuss with authority officials, their role in guaranteeing equal rights to all applicants.

Housing Notices

Regulation 201.04 of the Commission was adopted February 23, 1965 and provides that every person who offers to rent or sell housing through a licensed real estate broker must be given a copy of a notice prepared by the Commission. This notice calls attention to the fact that the Pennsylvania Human Relations Act prohibits discrimination because of race, color, religion, ancestry or national origin in the selling, leasing, or financing of residential housing. In September, copies of the notice were supplied in quantity to approximately 13,000 licensed real estate brokers throughout the state.

Housing Guidelines

In November, Chairman Harry Boyer of the Human Relations Commission, speaking before the Philadelphia Commission on Human Relations, called on all associations of real estate brokers to adopt a set of Commission guidelines concerning the sale and rental of homes to Negroes in previously all-white neighborhoods.

PUBLIC ACCOMMODATIONS

While a total of 64 cases were docketed for alleged violations in the area of public accommodations during 1965, all evidence points to a generally improved climate. The figure represents a 40% decline over the previous year, which set a five-year high of 107. Most hotels and eating and drinking establishments showed a willingness to serve all orderly persons. Personal service establishments continued to offer the main source of resistance, but through persuasion and education, supplied by staff visits, and contacts by local advisory councils and similar groups, this condition is improving.

Staff visited approximately 40 barber shops and 60 beauty parlors during the year and succeeded in most cases in securing agreements to comply with the requirements of the law. A total of 109 beauty schools were visited by staff. Talks to students by staff members, explaining the law and the responsibility of operators, were generally well received.

The Swimming Pool Visitation Project involved visits to 593 pools and beaches in 1965. Visits will be continued and call-backs made to those which indicated potential tension situations. Complaints against swimming pools dropped from 18 in 1964 to 1 in 1965.

EDUCATION

West Chester School Survey

A major break-through was achieved in 1965, as a result of the Commission's school survey in West Chester. After the report had been published, the school board took prompt action to approve a remedial program, known as "Project Triangle," at a cost of approximately \$40,000 per year. The basic objectives of this program are to better utilize its guidance staff, develop new teaching techniques, establish closer contact with parents, extend the "team" teaching approach into elementary and secondary schools, evaluate and change present curriculum to provide more realistic training, and establish a stronger role for the schools in working with other community agencies and local business and industry.

Fair Educational Opportunities Progress

Another step in a program to encourage institutions of higher learning to take affirmative action to recruit more minority-group students and faculty members was begun in 1965. Each school subject to the Fair Educational Opportunities Act was sent a progress report form for recording basic information about its students and faculty. By the end of the year, a total of 188 completed reports had been received and were being analyzed by the Commission.

Role-Playing Program

A program outline, entitled "Role-Playing Program in Minority-Group Programs," is proving effective in meetings with guidance counselors, vocational education coordinators and school psychologists and school administrators. Five such meetings were held in November, attended by 94 educators. Resumption of this project was occasioned by the enthusiastic response of educators to similar programs held during the period 1960-62.

Lancaster School Survey

Recent staff contact with the Lancaster Superintendent of Schools showed that Commission recommendations following a 1963 survey have led to a number of improvements in the following areas: expansion of the number and quality of special education classes; institution of more counseling, especially at the elementary school level; pending appointment of a second school psychologist; enrollment of a Negro as a student in the Distributive Education program; appointment of a Negro as assistant football coach in the Senior High School, and initiation of an "Operation Headstart" program.

Affirmative Action Project in Education

With the active participation of the Department of Public Instruction, a "Study Schedule" was developed for use in affirmative action programs in public schools. This will be used by a team of staff members from the Commission and the Department of Public Instruction in assessing the integration of students and staff, the equality of facilities and instruction, and the status of intergroup education in each of the thirteen school districts in the state with one or more schools of over 80% non-white enrollment.

Teacher Training

A "Human Relations Education In-Service Program", consisting of six two-hour sessions, sponsored by the York City School District, included a demonstration of audio-visual aids in intergroup relations, presented by the Commission's Director of Education and the Regional Director of the Philadelphia Anti-Defamation League of B'nai B'rith. Thirty secondary school teachers and eight parents took part.

Teacher Placement Surveys

Teacher placement surveys, similar to the one successfully instituted at Lincoln University in 1964 were conducted during 1965 at West Chester State College and Cheyney State College. These surveys explored the status of the college's programs with respect to teacher placement.

OTHER ACTIVITIES

Religion and Race

The Commission's "Religion and Raee" project was expanded during 1965 to eover a wider range of organizations serving Protestants, Catholics and members of the Jewish faith. More than 170 meetings, attended by 5,000 persons were held with church groups. In these sessions, Commission representatives helped interested church members to explore specific ways in which they can bring religious influence to bear on discrimination problems.

Community Workshops

Workshops on "Community Responsibilities in Race Relations" were held in four communities during 1965. These were Aliquippa, Johnstown, Steelton and Williamsport. Staff contacted mayors and other interested eitizens in a number of other communities to expedite formation of additional workshops.

Advisory Councils

The program of the Commission received a helping hand in 1965 from existing advisory councils in three cities and from a newly-established eounty unit.

Centre County

In September, a new advisory eouncil was established in Centre County. Fifteen members were appointed, with six persons each from State College

and Pennsylvania State University and three from the neighboring communities of Bellefonte and Philipsburg.

The new Council held its first meeting in October. Subsequent meetings have been devoted to discussion of the problems of human relations existing in Centre County and how best to attack them.

Dr. Hans Panofsky

Leroy C. Smith

Richard Sharp, Esq.

S. Benjamin Swanson

Dr. Harold Zipser

Rev. Jacob B. Wagner Mrs. Mildred E. Wilson

Members of the Council are:

Dr. Robert G. Bernreuter Dr. Joseph Cramer Dr. Charles T. Davis Rabbi Norman T. Goldberg Rev. Luther H. Harshbarger

Dr. Glenn L. Musser

John O'Connor

Rt. Rev. Msgr. Thomas J. O'Shea

James J. McGuire, Field Representative

McKeesport

The major effort of the McKeesport Advisory Council was directed toward counseling and motivating Negro students on employment and educational opportunities. Planning was begun for a motivational conference for all ninth grade youth in McKeesport, patterned after projects successfully conducted in Johnstown and York.

Members of the Council are:

Dr. A. R. Henderson, Chairman* Mrs. Edith Scheiner, Secretary Rabbi Sidney Goldstein M. Peter Jackson Maurice L. Kessler, Esq. Rev. W. B. Meekins

Boyd Newell Joseph Odorcich Mrs. Marguerite Tate Rev. Jacob B. Wagner Rev. Harold Trammel

Dale F. J. Walker, Human Relations Representative

Johnstown

Activities of this Council during the year included the following:

Staged film-discussion programs for a number of community groups in local schools and in private homes, in which more than 225 persons participated; began compiling a list of possible registrants for a Skill Bank, similar to the one set up in York; reported that a survey of all

[°] Resigned.

restaurants and taverns in Johnstown showed that they are serving all persons, without regard to color, race, religion or national origin, and presented an interracial panel program at Johnstown High School. This was a motivational program, designed to create interest in preparing for and seeking gainful employment.

Members of the Council are:

B. T. DuPont, Chairman
Mrs. Walter Leidig, Secretary
Edward B. Austin
John M. R. Ayres
Harvey B. Bowers
Charles E. Boyer
W. Louis Coopersmith, Esq.

Hershel B. Donald Rev. John D. Ellis Rev. Father Linford F. Greinader

Saul Griffin

John D. Hesselbein Dr. Paul F. Hudson Dr. Burrell K. Johnson Harold Kaminsky, Esq. Rev. Victor S. Koontz Mrs. R. Brett Kranich Miss Betty Medsger Dr. George Regis Walter Rabbi Leonard Winograd Mrs. Ann Wright

Eugene V. Nelson, Human Relations Representative

York

This active organization staged a number of successful projects during the year. Among these were:

Development, by the housing committee, of a series of 18 color slides of suburban and semi-suburban York, in areas that have been integrated without incident.

Service as consultants to eight discussion groups at the York City School District's "Annual Institute Day for School Administration and Teachers". At this institute, half of the day was devoted to the topic "Issues in Human Relations Education". (Three members of the Commission staff also acted as consultants at this session.)

Presentation of a panel discussion "The Advisory Council—What it Is, What it Does", for a group of 45 secondary school teachers, as part of the city school's in-service training program in human relations education.

Establishment of a Skill Bank, including house-to-house visits to recruit York citizens interested in up-grading and new employment.

A meeting with Negro leaders, representing a good cross-section of the Negro community, for a frank discussion about the problems of minority groups.

Members of the Council are:

Richard Coesens, Chairman Mrs. Henry B. Leader, Secretary Dr. Woodrow W. Brown

Rabbi Eli Cooper Mrs. Marjorie Dean

Francis Grady

Albert L. Hydeman, Jr.

Msgr. Harold E. Keller Rev. Irwin Kittrell

Rev. Richard C. Klick

Elliott Miller Maurice Peters Horace Ports, Esq. Mrs. Harry L. Ramage Clair Tozer B. A. Wagner Rev. Morris Zumbrum

Mrs. William S. McClellan

Hon. Richard Kohler

Miss Genevicve M. Dilts, Field Representative

Tension Control

While a large number of tension situations were given attention during the year, none developed into serious incidents. This is due, it is felt, to the educational program carried on through churches and other citizen groups, and the reporting system, which includes State and local police, local civil rights organizations and others who report possible tension situations to Commission officials in advance of actual situations. Standard procedures are instituted by the Commission, in each instance, to prevent trouble.

Of a total of 91 tension situations reported, 42 involved move-ins of Negro families, all of which were accomplished without incident. Of the remainder, 9 concerned possible riot or civil commotion, 4 assault situations, 6 incidents of alleged harassment, 7 cases of refusal to serve persons because of race, 2 picketing and 19 miscellaneous.

Conferences with police and public officials continued. In April, the program "Case Problems on Police and Minority Group Relations" was used effectively in two three-hour sessions, for all officers of the Lancaster Police Department. This study, compiled by the Commission staff, evoked a frank discussion of real problems of tensions and misunderstanding between police departments and minority-group eommunities. Observers felt that the sessions were most productive.

PUBLIC UNDERSTANDING

Meetings and Film Showings

Staff members addressed a total of 415 meetings during 1965. These meetings had a total audience of 19,128 persons.

Commission films were shown to 114 groups, with an audience totalling 7,358 persons.

The following list of speaking engagements demonstrates the type of audience addressed and the number in each eategory:

	Number	Number of Meetings		
Organization	1965	Cumulative 1956-1965		
Employer Group	7	93		
Employment Agency Group	2	37		
Labor Organization	3	60		
Housing Industry Group	6	38		
Governmental Agency	22	150		
Press, Radio, Television	3	42		
Church Group	171	471		
Sehool and College Group	67	322		
Service, Fraternal, Civic Group	62	320		
Community Organization	27	383		
Intergroup Relations Agency	45	207		
TOTAL	415	2,123		

PUBLICITY AND INFORMATION

The Publicity and Information division gave publicity assistance at eleven public hearings throughout the state in 1965, as well as at the Community Relations Workshop held in Steelton.

A total of 52 news releases on hearings and other Commission activities were prepared and distributed.

Commission staff worked closely with the producer in setting up shooting sequences, locating cast, writing the script and other details in the production of the Commission's new film "The Negro in Pennsylvania History," scheduled for release early in 1966.

The Commission's motivational display was shown widely during the year, being on exhibit for extended periods in a number of schools and colleges throughout the state, as well as at the State AFL-CIO convention in Philadelphia, and at an Equal Opportunity program at the U. S. Department of Commerce in Washington, D. C., where it was viewed by Vice-President Hubert H. Humphrey and Franklin D. Roosevelt, Jr., Chairman of the Equal Employment Opportunity Commission.

RESEARCH

The Research Division participated in a number of important special projects during the year. These included the preparation of all statistical data and conduct of research for the "Second Survey of Non-Whites in State Government," and preparation of a detailed statistical report covering the housing situation in Pittsburgh, with special emphasis on the Mt. Lebanon district, for use in the Commission's inquiry into alleged housing discrimination.

LEGAL DIVISION

Activities of the Legal Division have become more complex and demanding every year, due to the increase in the annual case load, the greater sophistication of many respondents, the need for legal interpretation, and the drafting of proposed legislation.

Among the more demanding duties of the legal staff were the preparation of material for thirteen public hearings, the conduct of these hearings, drafting of final orders after hearings, preparation of briefs and arguments before the courts, drafting of new regulations for the Commission, research needed for making legal interpretations, and conduct of the special Mt. Lebanon investigatory hearing in housing.

In order to furnish needed aid to the General Counsel, the Commission appointed a new assistant during the year to handle part of the work load.

COMPLIANCE PROGRAM

Closely paralleling 1964, a total of 517 cases were docketed during 1965. While there was an approximate 8% increase in employment cases and 12% in housing, public accommodations cases showed a decline of approximately 45%. Education showed no change, totalling nine cases in each year.

A total of thirteen public hearings were scheduled by the Commission, nine in housing complaints, and four in public accommodations. Possible public hearings were averted in eleven other cases, through adjustment by conference and persuasion at pre-hearing conferences, each of which was attended by one or more members of the Commission.

Details of case activity are set forth in the following charts and graphs. Note that in statistical columns marked "Cumulative 1956-1965", employment cases are included for the entire 10-year period, but housing, public accommodations and education cases are included only for the 5-year period (1961-1965) in which the Commission has had jurisdiction in these areas.

FIGURE I: INITIATION OF COMPLAINTS

1965			Cumul	ative 1956-	1965	
Area of jurisdiction	Commis- sion	Indi- vidual	Total	Commis- sion	Indi- vidual	Total
Employment	. 85	175	260	684	1,451	2,135
Housing Public	. 68	116	184	195	484	679
Accommodation	s 13	51	64	72	326	398
Education	. 6	3	9	16	9	25
Total	. 172	345	517	967	2,270	3,237

Table I: Geographical Distribution of Cases

By Region

1956-1965

				Number	of Case	es		
	Regio	n I (a)	Regio	n II (b)	Regio	on III (c)	Sta	te Total
Area of jurisdiction	1965	Cumu- lative	1965	Cumu- lative	1965	Cumu- lative		Cumu- lative
Employment	86	708	67	460	107	967	260	2,135
Housing	62	171	61	191	61	317	184	679
Accommodations .	30	194	5	81	29	123	64	398
Education	2	7	7	8	0	10	9	25 ——
All areas	180	1,080	140	740	197	1,417	517	3,237

⁽a) Region I includes 2I contiguous counties in the western part of the state, with its office located in Pittshurgh.

⁽b) Region II includes 39 contiguous counties in the central and northeastern portion of the state, with i's offices located in Harrisburg.

⁽c) Region III includes seven contiguous counties located in southeastern Pennsylvania, with i's office located in Philadelphia.

Table II: Distribution of Cases by County 1956-1965

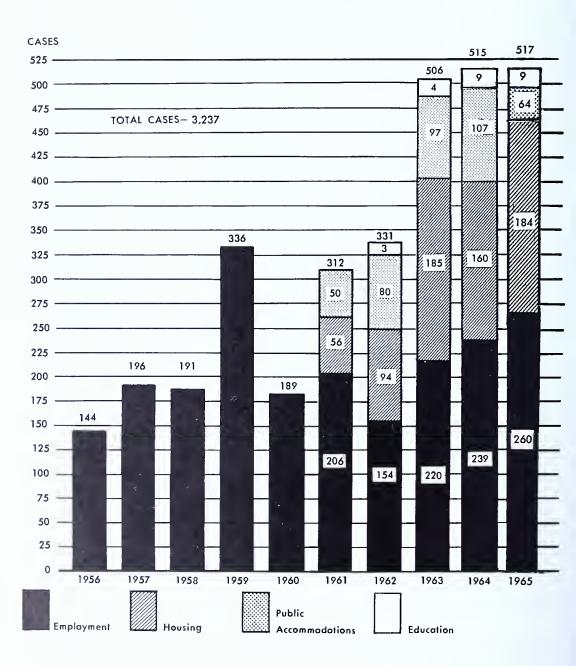
	Number of Cases					
County	Employ- ment	Housing	Public Accommo- dations	Education	Total	
ADAMS	6		6		12	
ALLECHENY	407	114	62	3	586	
ARMSTRONG	2	4	10		16	
BEAVER	72	4	8		84	
BEDFORD	5		3		8	
BERKS	26	8	2		36	
BLAIR	10		1		11	
BRADFORD	4		2		6	
BUCKS	46	11	17		74	
BUTLER						
CAMBRIA	42	13	10		65	
CAMERON	1				1	
CARBON		1			1	
CENTRE	3	6	2		11	
CHESTER	44	18	17		79	
CLARION	1		2	1	4	
CLEARFIELD	4			1	5	
CLINTON	6		2		8	
COLUMBIA	3	1			4	
CRAWFORD		3	8	1	12	
CUMBERLAND	29	29	8	2	68	
DAUPHIN	158	34	16	3	211	
DELAWARE	140	55	20	3	218	
ELK	3		2		5	
ERIE	53	9	23	<u></u>	85	
FAYETTE	35	8	13		56	
FOREST						
FRANKLIN	12	15	14	1	42	
FULTON						
GREENE	2				2	
HUNTINGDON	15	7	3		25	
INDIANA	11	1	4	2	18	
JEFFERSON		1			1	
JUNIATA						

	Number of Cases					
County	Employ- ment	Housing	Public Accommo- dations	Education	Total	
LACKAWANNA	11	8			19	
LANCASTER	31	31	10		72	
LAWRENCE	9	2	3		14	
LEBANON	6	4	1		11	
LEHIGH	15	10	3		28	
LUZERNE	18	15	1		34	
LYCOMING	25	4	1	1	31	
McKEAN	3	1			4	
MERCER	10	1			11	
MIFFLIN	3	3	1		7	
MONROE	2	6	3		11	
MONTGOMERY	120	71	29	2	222	
MONTOUR	1				1	
NORTHAMPTON	16	9	3		28	
NORTHUMBERLAN	D 3		1		4	
PERRY						
PHILADELPHIA	574	138	29	5	746	
PIKE		1	1		2	
POTTER						
SCHUYLKILL	7		4		11	
SNYDER						
SOMERSET			4		4	
SULLIVAN						
SUSQUEHANNA						
TIOGA						
UNION	1				1	
VENANGO	1		16		17	
WARREN	1				1	
WASHINGTON	27	4	10		41	
WAYNE		1	1		2	
WESTMORELAND	27	10	14	<u> </u>	51	
WYOMING	1				1	
YORK	34	16	8		58	
OUT-OF-STATE	49	2			51	
ALL COUNTIES	2,135	679	398	25	3,237	

Figure II: Number of Cases Received

Each Report Year

1956-1965



This chart illustrates the number of cases received each Report Year (March to March) from 1956 through 1961. The Report Year in 1962 was from March through December, a 10-month period, to meet the Commission's wishes that subsequent Report Years be from January through December. Fair practices were expanded to include housing, public accommodations and education in September 1961.

TABLE III

BASIS OF COMPLAINTS OF ALLEGED DISCRIMINATION

1965					
Basis	Employ- ment	Housing	Public Accommo- dations	Education	Total
Race or					
Color .	140 (54%)	126 (68%)	62 (97%)	3 (33%)	331 (64%)
Religion	13 (5%)	1 (1%)	0 (—)	0 ()	14 (3%)
National					
Origin	4 (2%)	0 ()	0 ()	0 ()	4 (1%)
_		0 ()		0 ()	29 (5%)
Other Discriminatory Acts or		, ,		, ,	
Specifi-					
cations	74 (28%)	57 (31%)	2 (3%)	6 (67%)	139 (27%)
Total .	260 (100%)	184 (100%)	64 (100%)	9 (100%)	517 (100%)

Cumulative 1956-1965

Basis	Employ- ment	Housing	Public Accommo- dations	Education	Total
Race or			<u></u>		
Color	1,211 (57%)	529 (78%)	372 (93%)	13 (52%) 2,	125 (66%)
Religion	120 (6%)	12 (2%)	8 (2%)	1 (4%)	141 (4%)
National	,	•			
Origin	199 (9%)	3 (1%)	4 (1%)	1 (4%)	207 (6%)
Age	405 (19%)	0 (—)	0 ()	0 ()	405 (13%)
Other Dis-	·	, ,			
criminatory					
Acts or					
Specifi-					
cations	200 (9%)) 135 (19%)	14 (4%)	10 (40%)	359 (11%)
Total .	2,135 (100%	679 (100%)	398 (100%)	25 (100%) 3,	,237 (100%)

TABLE IV
RESPONDENTS

	1965	Cumulative 1956-1965		
Respondent	Number	Number	Per Cent	
EMPLOYMENT	260	2,135	100%	
Employer	196	1,698	80%	
Employment Agency	12	177	8%	
Union	21	87	4%	
Newspaper	26	159	7%	
Other	5	14	1%	
HOUSING	184	679	100%	
Owner	7 9	304	45%	
Real Estate Agent	72	248	37%	
Builder	5	57	8%	
Mortgagor	1	7	1%	
Abettor	1	7	1%	
Newspaper	15	36	5%	
Other	11	20	3%	
PUBLIC ACCOMMODATIONS	64	398	100%	
Hotels and Motels	3	35	9%	
Eating and Drinking Places	14	137	34%	
Retail Stores	2	6	2%	
Recreation and Amusement Places	8	93	23%	
Personal Services (Barber,				
beauty, health, etc.)	29	85	21%	
Resorts (hotels, lodges, etc.)	0	11	3%	
Abettor	0	0	_	
other)	8	31	8%	
EDUCATION	9	25	100%	
College and University, Private	0	1	4%	
College and University, Public	0	$\overset{1}{2}$	8%	
Vocational, Business	ő	2	8%	
Vocational, Technical and Trade	3	7	28%	
Other	6	13	52%	

TABLE V-a: EMPLOYMENT Type of Alleged Discriminatory Act

Type of Respondent Alleged Discriminatory Act	irrent Year 1965	Cumulative 1956-1965
EMPLOYER Illegal Inquiry:	196	1,702
Illegal Pre-employment Interview	1	7
Application Form	30	222
Illegal Form	0	61
Illegal Ad	16	90
Refusal to Hire	61	626
Refusal to Promote	19	51
Dismissal	50	387
Conditions of Work	19	253
Other	0	5
UNION	21	86
Membership Withheld	4	25
Grievance	6	39
Other Discrimination	11	22
EMPLOYMENT AGENCY	12	176
Refusal to Serve	0	9
Refusal to Refer	6	120
Illegal Ad	6	8
Illegal Inquiry	0	0
Accept Illegal Order	O	1
Other	0	38
NEWSPAPER: Illegal Ad	26	159
Other	5	12
EMPLOYMENT TOTAL	260	2,135

Table V-b: Housing
Type of Alleged Discriminatory Act

Type of Respondent Alleged Discriminatory Act	Current Year 1965	Cumulative 1956-1965
OWNER	. 80	305
Refusal to Sell or Rent		189
Refusal to Show	. 3	21
Conditions	. 2	12
Illegal Inquiry or Specification	. 29	71
Other	. 4	12
REAL ESTATE AGENT	. 71	247
Refusal to Sell or Rent	. 49	158
Refusal to Show	. 14	43
Conditions	. 1	4
Illegal Inquiry or Specification	. 7	39
Other	. 0	3
MORTGAGOR-LENDER	. 1	8
Refusal to Service	1	7
Conditions	. 0	1
Illegal Inquiry or Specification		0
Other	0	0
BUILDER	. 5	57
Refusal to Build or Sell		28
Refusal to Show		4
Conditions		11
Illegal Inquiry or Specification		14
Other	. 0	0
NEWSPAPER	. 15	36
ABETTOR	. 1	6
OTHER	11	20
HOUSING TOTAL	. 184	679

Table V-c: Public Accommodations Alleged Discriminatory Act

Respondent Alleged Discriminatory Act	1965	Cumulative 1956-1965
HOTELS, MOTELS, etc.	3	35
Refusal to Accommodate	2	29
Conditions of Accommodation	1	4
Illegal Inquiry or Specification	0	1
Other	0	1
EATING AND DRINKING PLACES	14	136
Refusal to Accommodate	14	106
Conditions of Accommodation	0	27
Illegal Inquiry or Specification	0	0
Other	0	3
RETAIL STORES	2	6
Refusal to Accommodate	1	4
Conditions of Accommodation	1	2
Illegal Inquiry or Specification	0	0
Other	0	0
RECREATION AND AMUSEMENT PLACES	8	92
Refusal to Accommodate	7	75
Conditions of Accommodation	0	14
Illegal Inquiry or Specification	0	1
Other	1	2
PERSONAL SERVICES (beauty, barber, health, etc.)	29	85
Refusal to Accommodate	23	72
Conditions of Accommodation	2	9
Illegal Inquiry or Specification	2	2
Other	2	2
RESORTS, HOTELS AND LODGES	0	11
Refusal to Accommodate	0	10
Conditions of Accommodation	0	0
Illegal Inquiry or Specification	0	1
Other	0	0
OTHER (Newspaper, Cemetery, Abettor, Schools, etc.)	8	33
PUBLIC ACCOMMODATIONS TOTAL	64	398

Table V-d: Education Alleged Discriminatory Act

Respondent Alleged Discriminatory Act	1965	Cumulative 1956-1965
COLLEGE AND UNIVERSITY, PRIVATE	0	1
Refusal to Admit	0	0
Refusal to Admit Conditions	0	0
Illegal Inquiry or Specification	0	0
Other	0	1
COLLEGE AND UNIVERSITY, PUBLIC	0	2
Refusal to Admit	0	0
Conditions	1	1
Illegal Inquiry or Specification	0	1
Other	0	0
VOCATIONAL, BUSINESS	0	2
Refusal to Admit	0	1
Conditions	0	0
Illegal Inquiry or Specification	0	1
Other	0	0
VOCATIONAL, TECHNICAL AND TRADE	2	6
Refusal to Admit	1	1
Conditions	0	2
Illegal Inquiry or Specification	0	2
Other	1	1
OTHER	7	14
Refusal to Admit	0	1
Conditions	2	6
Illegal Inquiry or Specification	0	1
Other	5	6
EDUCATION TOTAL	9	25

TABLE VI

DISPOSITION OF CASES CLOSED BY THE COMMISSION

		19ϵ	55		
Disposition	Employ- ment	Housing	Public Accommo- dations	Education	Total
Unlawful Practice Found and Adjusted Specific Charge	124 (39%)	143 (65%)	62 (75%)	13 (87%)	342 (53%)
Not Estab- lished Lack of Juris-	173 (53%)	57 (26%)	14 (17%)	2 (13%)	
diction Case With- drawn or Com- plainant Failed to Proceed	19 (6%) 8 (2%)	9 (4%)	6 (7%)	0 ()	34 (5%) 20 (3%)
Total .	324 (100%)	220 (100%)	83 (100%)	15 (100%)	642 (100%)
		Cumulative	1956-1965		
			Public		
Disposition	$Employ- \\ ment$	Housing	Accommo- dations	Education	Total
Unlawful Practice Found and Adjusted Specific Charge Not Estab- lished	844 (41%) 990 (48%)	372 (62%) 177 (29%)	269 (75%) 69 (19%)		1,504 (49%) 1,239 (41%)
Lack of Juris- diction	109 (6%)	, ,	9 (3%)		147 (5%)
Case With- drawn or Com- plainant Failed to Proceed	107 (5%)	30 (5%)	10 (3%)	0 (—)	
Total .	2,050 (100%)	606 (100%)	357 (100%)	24 (100%)	3,037 (100%)

Table VII: Complaints Sustained on Basis of Alleged Discrimination 1956-1965

(Exc. for a	TOTAL luding cases dismissed lack of jurisdiction or withdrawn)		SUSTAINED (Probable cause found) Number Per Cent	
ALL CASES Race or Color Religion National Origin Age Other	114 131 406	1,091 439 22 79 298 253	44% 29% 19% 60% 73% 75%	
EMPLOYMENT Race or Color Religion National Origin Age Other	1,020 102 123 406	869 279 19 78 298 195	47 % 27% 19% 63% 73% 95%	
HOUSING Race or Color Religion National Origin Other	411 9 9	137 90 0 0 47	25 % 22% — 39%	
PUBLIC ACCOMMODATION Race or Color Religion National Origin Other	$\begin{array}{ccc} 73 \\ 2 \\ 0 \end{array}$	64 61 2 0 1	84% 84% 100% — 100%	
EDUCATION Race or Color Religion National Origin Other	$egin{array}{lll} \dots & 12 & & & & & & & & & & & & & & & & & $	21 9 1 1 10	84% 75% 100% 100% 91%	

TABLE VIII: HEARINGS

1965

	Employ-	Public Accommo-			
				Education	Total
PUBLIC HEARINGS	. —	9	4		13
PRE-HEARING CONFERENCES	. 4	7		_	11

^o Pre-Hearing Conferences may be held under Section 102.06 of the Commission Regulations. They represent a final effort, at the Commission level, to eliminate an unlawful discriminatory practice by means of conference, conciliation and persuasion. In many cases they result in a successful adjustment of the complaint and make it unnecessary to hold a public hearing.

TABLE IX: Cases Pending or Under Investigation at the Conclusion of Report Year

Of Italon Than		
	1964	1965
EMPLOYMENT	149	86
HOUSING	109	73
PUBLIC ACCOMMODATIONS	60	41
EDUCATION	7	1
TOTAL CASES PENDING AS OF DECEMBER 31	325	201

Table X: Employment Complaints Filed Alleging Discriminatory
Practices According to Industry of Respondent 1956-1965

Industry	No. of Complaints
MANUFACTURING	
APPAREL AND FINISHED TEXTILE	83
FOOD AND KINDRED PRODUCTS	88
CHEMICALS AND ALLIED PRODUCTS (Incl. Petroleum &	
Plastic Prod.)	61
ELECTRICAL MACHINERY, EQUIPMENT AND SUPPLIES	98
METAL AND FABRICATED METAL PRODUCTS	290
OTHER MANUFACTURING	136
MANUFACTURING TOTAL	756
NON-MANUFACTURING	
WHOLESALE TRADE	35
RETAIL TRADE	192
TRANSPORTATION	89
COMMUNICATIONS	224
HOTELS	16
RESTAURANTS	30
FINANCE AND INSURANCE	85
HOSPITALS AND INSTITUTIONS (excl. Government Institution)	101
CONSTRUCTION	50
*GOVERNMENT AGENCIES (State and local)	267
**MISCELLANEOUS (other service-rendering agencies)	266
NOT APPLICABLE OR NOT AVAILABLE	23
NON-MANUFACTURING TOTAL	1,370
MANUFACTURING & NON-MANUFACTURING TOTAL	2,135

o Includes cases filed against public employment agencies.

^{••} Includes cases filed against private employment agencies and cases filed against unions.

Table XI: Employment Complaints Filed Alleging Discriminatory
Practices According to the Job Involved 1956-1965

Code	Occupational Family	Types of Jobs Titles	Number of Complaints
0 - 0 thru 0 - 9	Professional, Semi-Professional or Managerial Jobs	Doetor, Engineer, Tcacher, Placement Interviewer, Office Manager, Housing Consultant, Pilot, Reporter, Writer, Artist, Registered Nurse, Professor, Draftsman, Performer, ete.	280
1 - 0 thru 1 - 4	Clerical Workers and Secretaries	Stenographer, Ediphone Operator, Dispatcher, Clerk Typist, Cashier, Telephone Operator, Mail Clerk, Key-Punch Operator, Bookkeeper, Receptionist, Teller, Stock Clerk, File Clerk, Clerk, etc.	351
1 - 5 thru I - 9	Salesmen and Sales Clerks	Most Types of Salesmen, Sales Clerk, and Other Customer Ser- vice Work, etc.	158
2 - 0 thru 2 - 9	Service Workers	Cook, Waitress, Practical Nurse, Maid, Porter, Hairdresser, Bar- ber, Guide, Elevator Operator, Matron, Hostess, Bellboy, Po- liceman, Fireman, Detective, Janitor, etc.	223
4 - 0 thru 5 - 9	Skilled Craftsmen and Foremen	Machinist, Steamfitter, Railroad Fireman, Baker, Bricklayer, Ma- son, Carpenter, Painter, Elec- trician, Pattern Maker, Core Maker, Mechanie, Cutter, Knit- ter, etc.	183
6 - 0 thru 7 - 9	Semi-Skilled Workers and Operatives	Apprentice, Truck Driver, Painter Helper, Seaman, As- sembler, Metal Machine Opera- tors, Pressers, Hand and Ma- chine Sewers, Routeman, Grinder Inspector, Polisher, etc.	265
8 - 0 thru 9 - 9	Unskilled Workers	Laborer, Chainman, Vehiele Loaders, Packers, Press Feeders, Baggers, Helpers, and Other Elemental Type Workers.	281
Other —	- Occupation Not Applicable or Not Available	(This Category Includes any General Allegations, Such As Newspaper Ads or Employment Application Forms Which Re- late To Two Or More Jobs.)	394
		TOTAL	2,135

Recommendations

Although the Pennsylvania Human Relations Act and the Pennsylvania Fair Educational Opportunities Act were strengthened by important amendments adopted by the General Assembly and signed by the Governor during the 1965 session of the Legislature, vital areas of the program administered by the Pennsylvania Human Relations Commission still are in need of legislative improvement.

The Commission is of the firm belief that the best interests of all citizens of the Commonwealth would be served by amending the Human Relations Act to extend coverage of the employment provisions of the law to all employers, and to make all housing units subject to the fair housing provisions of the law.

Present exemption of employers who hire less than six persons leaves minority group persons open to discriminatory employment practices in more than two-thirds of all business establishments in the state.

More than half of the total number of housing units in Pennsylvania at present are outside the protection of the fair housing law, through exemption of owner-occupied single and double units.

In the realm of education, the Commission urgently recommends the adoption of an amendment that would clearly define de facto segregation in schools as an unlawful discriminatory practice, and would specify that the Commission has authority to order school boards to take action to eliminate racial imbalance in public schools.

Likewise, it is important that the powers of the Commission be broadened to enable the Commission to deal generally with problems of racial discrimination and racial tensions throughout the Commonwealth, in order that justice can be obtained in an orderly manner in situations which at present are outside the jurisdiction of the Commission.

The following additional amendments to the Human Relations Act also are recommended:

- —That the Act specifically authorize the Commission to issue subpoenas during the investigation of complaints and in connection with investigatory hearings.
- —That where a respondent holding a license issued by a state agency is found by the Commission to have engaged in an unlawful discriminatory practice, the Commission shall require the appropriate state agency to take disciplinary action against such licensed respondent.
- —That the status of the Commission be changed to an independent Commission, from that of a departmental Commission.

These additional changes in the fair employment practice provisions of the Act also are recommended:

- -Re-define "employe" to include agricultural workers.
- -Re-define the term "age" to make it clear that the word "person" in the definition refers only to individuals.
- -Indicate that the exemption granted to firms with bona fide retirement, pension and group insurance plans applies only to the age provisions of the Act.
- -Permit an individual seeking employment to state his age, inasmuch as the Act permits an employer to request the age of a job applicant.



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Commonwealth of Pennsylvania William W. Scranton, Governor

Department of Labor and Industry William P. Young, Secretary

Pennsylvania Human Relations Commission
Harry Boyer, Chairman







